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HUMAN RIGHTS COMMISSION
OF SAN FRANCISCO

MINUTES

December 14, 1967
February 8, 1968
May 9, 1968
June 13, 1968
February 5, 1970
April 8, 1971

Minutes for other meetings during this period are not available.

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HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

Minutes of December 14, 1967

ROLL CALL

Commissioners

Present: Edgar D. Osgood (Presiding), Barney Apfel, Reverend George Bedford, John Y. Chin, Eric B. Dohrmann, Rabbi Alvin I. Finc, Sr. M. Bernadette Giles, Abel Gonzalez, Pastor Ross Hidy, Victor Honig, Robert S. Lauter, Mrs. Ardath D. Nichols, Earl Raab, Cornelius Wall.

Excused: Curtis McClain

Staff

Present: William Becker, Grandvel A. Jackson, Walter Scott, Herman Bossano, Reverend Joseph Meza, Edith Witt, Ernest Wu, Gloria Hampel

Pledge of Allegiance: led by Chairman Osgood

Minutes: Approved.

COMMUNICATIONS

- To Mr. E. James DeSha transmitting copy of John Muir Elementary School status report from Dr. William L. Cobb, Human Relations Officer, SF/USD.

- From Mrs. Mark A. Reyes, thanking Human Rights Commission staff (Grandvel Jackson), for advice and assistance with the problem of misbehavior of school children on buses.

- From Mr. F. B. Jeffrey, Executive Director, Alameda Human Relations Commission, thanking HRC for assistance and enclosing their resolution adopted by the Board of Supervisors recognizing priority needs of the poor.

- From Congressman William S. Mailliard, acknowledging our telegram urging support of OEO Bill S 2388 and indicating his support of this legislation.

- From James P. Lang, General Manager, Recreation and Park Department, accepting our invitation to appear before the HRC to discuss the status of the Brooks Park property.

- To Mayor John F. Shelley from Commissioner Hidy in support of the resolution to add two members to the Redevelopment Agency .

- From Robert E. Jenkins, Superintendent SF/USD, expressing thanks for the publication on educational parks which we sent him and requesting additional copies for department use.

- From Roosevelt Carrie, General Chairman, Planning Committee, Negro Historical & Cultural Society, thanking us for support of their program, "Fall Variety Show '67".

- To Wilbert G. Vestnys, Assistant Superintendent, Buildings and Grounds, SF/USD, requesting information as to property acquired to enlarge classroom space at John Muir Elementary School.

COMMITTEE REPORTS

NEIGHBORHOOD COMMITTEE (Mr. Earl Raab)

Report on Brooks Park Preperty (Douglas Martin, Recreation & Park Department)

Mr. Martin displayed photographs of the Brooks property and explained preliminary plans for conversion of the present building, a single-family dwelling, into a clubhouse with meeting rooms and caretaker quarters.

Commissioner Honig recalled the earlier discussions (September, 1967), when it was estimated that approximately $3400 had been spent and an additional $3900 would be required to bring the building up to code. It was decided at that time to make the building usable as soon as possible. Mr. Lang replied that landscaping and benches had made the outdoor area available but that reconstruction of the building had been delayed due to many structural problems (water pipes, sewer system, etc.). Twenty-five hundred dollars had been budgeted for an architectural survey. The advantages of new construction in the light of existing structural deficiencies were considered.

Questions raised by members of the community regarding the "tenants" in the building were answered. The tenants are acting as full time caretakers but occupy the premises on a day-to-day basis. They are not employees of the City.

In response to Rabbi Fine's query as to how long before the plans could be realized, members of the Park-Recreation staff could give no general estimate but stated that construction could not start for at least ninety days. While $5000 would make the building temporarily usable, $35,000 or more would probably be required for major construction. Rabbi Fine stressed the heavy investment by HRC and the City in the OMI effort and cautioned that this recreation area could become a battleground for further tensions.

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Joseph Meza, former Commissioner, as well as a present staff member. Commissioner Raab pointed out that the qualification of concern was not that of color, but rather of cultural experience and credibility. A committee comprised of Commissioners Fine, Apfel, and Nichols was appointed to look into this problem.

Commissioner Honig introduced a resolution on behalf of himself and Commissioner McClain commending staff members, Grandvel Jackson and Reverend Joseph Meza, on their effective and imaginative efforts on behalf of HRC in alleviating tensions in the community. The resolution was unanimously passed.

Chinatown-North Beach Advisory Council (Mr. Becker)

The monthly meeting of the Chinatown-North Beach Advisory Council was devoted to youth problems, excluding employment which will be covered at a later meeting. There were about twenty-five young people present, in addition to community leaders and agency representatives. The two main items discussed were police problems and the lack of available dance sites (an ongoing problem). Committees were formed to seek solutions to these problems.

HOUSING AND URBAN DEVELOPMENT (Pastor Ross Hidy)

John Hirten Statement (John Hirten)

Pastor Hidy introduced the executive director of SPUR, John Hirten, who discussed the purposes of SPUR, commenting on the need for community cooperation and for understanding between groups. A recap of SPUR's organization and activities covered its part in Brooks Park, the Vest Pocket Playground, and other projects of interest to HRC. Individuals serving in several organizations provide for overlap and communication. Mr. Hirten displayed charts depicting "SPUR'S ROLE", "DYNAMIC EFFECTIVE PLANNING", "PROPOSED ACTIVITIES AND RESOURCES", and "SPUR STAFF". SPUR is a private, voluntary, self-initiated, nonprofit organization with an annual budget of $85,000. Mr. Hirten advocated a closer liaison with HRC. He stressed the need for a massive information program about city government as a mechanism for communication.

Henry Schubart raised the consideration that SPUR, in its role as the official citizen participatory organization, in the Workable Program lacked the confidence of some sectors of the city. He thought it essential to create a body which will be the voice of the poor in city affairs. Resentment of SPUR's approval of the A-2 program was cited as an illustration of this. Mr. Hirten defended SPUR's status and replied that it did not represent all of San Francisco.

The Housing Committee was asked to consider Mr. Schubart's suggestion.

Pastor Hidy referred briefly to the other items on the Housing agenda: the Workable Program, Addition of Two Redevelopment Agency Members, Preliminary Regional Plan, and the FACE Programs. Packet materials would serve in lieu of verbal reports due to pressures of time.

Commissioner Honig conveyed the invitation from the Board of Supervisors to appear at their Monday meeting on the Relocation Section of the Workable Program. Recommendations had been previously submitted to Mayor Shelley and the type of communique to be sent at this time was discussed. Director Becker urged a statement more specifically directed to the issue before the Board of Supervisors; namely, what should they do on the Relocation Section? It was decided to rephrase the letter, relating all questions to the Workable Program, citing the sections involved. It was m/s/c that the letter be sent to members of the Board of Supervisors with the discussed changes to be made by the committee and staff. (Letter attached.)

BUDGET COMMITTEE

The Committee appointed for the 1968-69 budget and supplemental budget comprised:

Robert LAUTER, Chairman
Reverend George BEDFORD
Abel GONZALEZ
Victor HONIG

NOMINATING COMMITTEE

A nominating committee was appointed, consisting of

Earl RAAB, Chairman
Cornelius WALL
Sr. M. Bernadette GILES

NEW MATTERS

Director Becker called attention to the Grand Jury report, and it was decided to direct a letter of thanks to the member of the Grand Jury in charge of the investigation. (Report attached.)

The next meeting of the HRC will be on December 28, 1967.

et
12/20/67

Attachments

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1254 Market Street
Suite 305
San Francisco, California 94102
Telephone 558-4901

The San Francisco Human Rights Commission adopted the following Resolution to establish a San Francisco Youth Council:

During the years of its existence, the Human Rights Commission has necessarily had a continuing involvement with many youth groups and youth problems in the city. These problems have had to do with specific youth needs in relation to city government and agencies; and also with intergroup tensions on the youth level. During this period it has become evident to the Commission that the youth, which is a growing segment of our population, have become increasingly desirous of having their voice heard directly in the halls of government.

For this reason a committee of the Commission began to explore the possibility of a Youth Council being developed in this city. Inquiries were made to other cities throughout the country. A number of young people were consulted. As a result of this study, and given the expressed interest of youth, of the Mayor and the Mayor- elect, it is recommended that the City of San Francisco invest in its future and pay attention to its present by providing the necessary resources by which the youth of San Francisco can create a Youth Council which will be representative of all of the organized youth of the City; which can serve as a forum where youth can discuss the affairs of the city which affect them, and a voice whereby they can express their considered views to the pertinent agencies of government and other sectors of the city. This will not only be helpful to these agencies of government, as a direct line of ordered communication both ways; but also will serve as an invaluable training ground for our young people in the responsible processes of government and citizens action.

It is the unanimous opinion of the Commission and of the young people consulted that the young people themselves would be involved from the begining in the creation and construction of this Council in whatever form it takes. However, it is also the unanimous opinion of the Commission and of the young people consulted that such a project will not develop soundly or at all unless some resources are provided the young people in the organization and maintenance of such a Youth Council. It is therefore strongly recommended as an immediate measure in order that whatever develops will eventuate before Summer, 1968- that funds immediately be secured for the provision of the following personnel on the Human Rights Commission staff to work with youth and help youth to create and organize an independent Youth Council of their own making:

1 Coordinator, Youth and Education
1 Youth and Education Representative
1 Youth and Education Worker
2 Clerical workers

Adopted 12/14/67

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1254 Market Street
Suite 305
San Francisco, California 94102
Telephone 558-4901

December 18, 1967

The Honorable Board of Supervisors
235 City Hall
San Francisco, California

Dear Supervisor:

In light of our responsibilities as adviser to the City government on matters relating to community tensions and equal opportunity in housing and urban development, we wish to bring to your attention some of our major concerns in regard to the Relocation Section of the Workable Program.

First, let us make clear that we consider this Section to mark a significant advance in the recognition by the City of the seriousness of the problem of relocation and the need to accept greater City responsibility for the solution of the problem. We are raising some questions and making some recommendations to further strengthen the City's response to this problem.

1. Section D-1-b (p 13) of the Relocation Section states that there is a carefully phased construction program for Western Addition A-2, and Table C-1 estimates the number of families and individuals to be displaced by this construction program (plus those who will move voluntarily) in the next two years.

   However, the Relocation Section does not contain a phasing program to rehouse people in A-2 during the next two years.

   We would therefore urge that the Board of Supervisors, as part of its action on this Relocation Section, set up a committee of the Board to work out and then oversee the phasing of demolition, construction, and rehousing of people displaced.

2. The estimates of housing resources in Table C-2A of the Relocation Section are based on the Relocation Survey Report of E. M. Schaffran and Company. Serious questions have been raised about the adequacy of relocation resources outside of the redevelopment areas, not only for very low income people, but also for low and middle-income people, when the housing needs of the entire City are considered.

In fact, the Relocation Section of the Workable Program itself (p 9) states:

> "It was recognized that there are forces at work which no survey can adequately appraise in advance with any degree of accuracy, such as in-migration and out-migration, upward or downward residential mobility, future tax policies, changes in the economy, new Federal programs, etc. It was further recognized and taken into account that effective choice of housing will undoubtedly be influenced by such factors as racial discrimination, which has not and cannot be measured in terms of units. It was judged, however, that the conservative estimates used provide allowances for these unknowns."

Thus, Table C-2A of available housing outside the redevelopment areas, upon which is based the relocation of more than 5,000 households in the next two years, is characterized as the judgment, however conservative, of unknown factors.

This problem further emphasizes the need for a phased rehousing program in replacement housing, as indicated above.

3. The Relocation Section (p 16) proposes a Centralized Housing Relocation Service administered by the Housing Authority.

   We support the concept of a centralized housing service and one removed from an agency whose programs result in a major displacement of people. We urge, however, that the relocation service be approached in the context of the need for the creation of a housing development program so that the needs of relocation can be related to a program for enlarging the stock of needed housing. We have endorsed the Mayor's Citizens Housing Task Force recommendations in this regard, and urge the incorporation of the establishment of a Housing Commission in the Relocation Section under consideration.

4. The Relocation Section proposes a Special Rent Assistance Program (Section D-1-h, p 15). We commend the recognition of the need for special rent assistance and the recommendation that, if necessary, the City should supply it as an emergency measure. We concur that this should be a Federal program; and we believe that such a program should be combined with health, education, training, employment, and social services to the people involved. If the City adopts such an interim program, the City must concurrently press for needed Federal programs and funding.

In consideration of this proposal, we hope you will give attention to the following questions:

a) Will it be modeled, for example, after the leased housing program of the Housing Authority, in which there is some control on rent and maintenance through leases, and in which substandard units are brought up to code?

b) Is there sufficient supply of housing in which to use such rent assistance, considering the citywide housing problems of low-income people?

c) For how long and under what conditions will persons presently eligible continue to be eligible?

d) Who else and how many may become eligible?

e) How will such a program in San Francisco affect housing demand in relation to other Bay Area cities?

f) What effect will such a City program have on securing its transfer to Federal financing? To what is the City committing itself?

g) If in five years, as estimated, the cost of such a program will be $750,000 or more annually, would that money have a greater impact if invested in more long-reaching and basic solutions to the housing-income problem?

We urge that the Relocation Section of the Workable Program include:

1. A carefully phased rehousing program and a Committee of the Board to oversee it.

2. Establishment of a Housing Commission.

3. Consideration of the concerns above in regard to a Rent Assistance program.

Sincerely yours,

Edgar D. Osgood

Edgar D. Osgood
Chairman

EDO/et
Enclosures

cc: T. J. Kent, Jr.

HUMAN RIGHTS COMMISSION

This second year review of the Human Rights Commission by the Grand Jury reflects a continuation of interest by various committees of the Jury into all phases of community action. Since the Human Rights Commission was formed by ordinance enacted by the Board of Supervisors in 1964, only one review has been conducted by the 1967 Grand Jury.

This committee's findings are based on a substantial search of the facts connected with the Human Rights Commission's operation within the city of San Francisco. And it is the opinion of this committee that the Human Rights Commission has vitally contributed to the over-all community in the following ways:

1. By preventing tensions from erupting into violence during the past summer (1967).

2. The Commission has been successful in opening up job opportunities for hard-core unemployed by working out affirmative action agreements with management and labor. Because the training in these programs is always worked out in advance with the employer and the union, it always results in employment when completed.

3. A Neighborhood Stabilization Project called (OMI) was developed by the Human Rights Commission and is successfully functioning in the Oceanview-Merced Heights-Ingleside areas.

4. Formation of two special committees; one composed of Spanish-speaking representatives, the second a Chinatown-North Beach Advisory Group. Both committees function to bring their communities into closer contact with various government departments and agency programs.

RECOMMENDATIONS:

In view of the in-depth study made into the activities of the Human Rights Commission, this committee wishes to recommend to the City government ways to facilitate future gains by this effective organization.

A. Increase the staff of the Human Rights Commission as follows:

   i. (2) community organization representatives.

Human Rights Commission (continued)

ii. (3) community organization trainees hired from poverty areas.

This additional staff would allow the commission to work more effectively and with greater numbers of disadvantaged peoples in the five poverty or so-called target areas of San Francisco.

B. Emergency funds should be made available to the Human Rights Commission for the purpose of cooling off tension situations as they arise.

Presently no funds are readily available for this purpose and all such monies have previously been obtained from on the spot private contributors.

C. It is felt that greater recognition should be given the Commission by all related City based agencies. More cooperation from the civic bodies would only enhance the potential of this organization.

D. In conclusion this committee would like to recommend to the City, that a specific sum of money be allocated for the purpose of allowing the Human Rights Commission to form and establish an official San Francisco Youth Council.

i. This Youth Council would phase in by the summer of 1968.

ii. Its main purpose would be to give special voice to youths who are representatives of their particular neighborhood areas; wherein grievances can be dealth with by the youth themselves.

iii. In order that this youth council might be formed additional staff members are needed by the Commission, as follows:

(1) Youth coordinator
(2) Community organization representative
(3) Community organization trainees.

SUMMARY

It is readily obvious and apparent that the City is fortunate to have Mr. William Becker capable and dedicated man working with its community problems. And it is earnestly hoped that the added tools are given to this qualified director, whereby a greater service can be rendered to the citizens of San Francisco.

Dominic Ramero

Ralph Johnson (Deceased)

Lee Bart, Chairman

pd
12/20/67

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1254 MARKET STREET
SUITE 305
SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-4901

December 14, 1967

Mayor John F. Shelley
200 City Hall
San Francisco, California

Dear Mayor Shelley:

Last May you requested the Human Rights Commission to review the Preliminary Regional Plan presented for discussion by the Association of Bay Area Governments, in relation to the steps which should be taken to improve the Plan in order to achieve a metropolitan open housing market.

Our staff has been working on proposals for a regional housing program, which would involve activity by the federal government, local governments, and by the community; and our Housing and Urban Development Committee has begun discussion of these items. At the same time, ABAG itself has contracted for a preliminary study on regional housing and other aspects of social planning, which is scheduled for completion shortly and which should be helpful in our review since it is the first study of its kind.

We have been informed that ABAG will hold a public hearing on the Plan in San Francisco on January 10, primarily to hear from people in the community.

At this time we wish to commend the City Planning Commission of San Francisco for calling attention to the need for including social and economic concerns, particularly housing and its relation to education and employment, the Preliminary Regional Plan.

We endorse the following statements in the Planning Commission's review and critique of the Plan:

> "The statement on housing raises the question: 'What kind, how much, and where', but fails to ask, 'For whom?'. This issue must be dealt with on a regional basis if a solution is to be forthcoming. To some considerable extent the

urban crisis in America (especially in central cities) is related to de facto segregation policies (racial and economic) in outlying urban areas. These problems cannot be solved solely within the San Franciscos or Oaklands of the region; nor can they be confined to them. A frontal attack is required to open up housing opportunities in the region for the racially and economically underprivileged. This is related to job opportunities, housing densities, zoning, local, state and federal programs of housing policy and subsidies and myriad sub-issues. In the long run we must be sure that our plans and policies do not exclude people because of race or income. In the short run we must have action-oriented programs to include them. Regional planning, if it is to be meaningful, and not just something that is general and long range, must deal actively with this problem.

"Missing from the main issues is one labeled 'Education'. Although colleges are mentioned along with hospitals and military institutions under the employment issue, the education issue goes beyond employment. The impact of educational institutions on the quality of life of the region will be so great and so pervasive that education should be listed as a major issue. This issue is also directly related to the problem noted immediately above. Primary and secondary education has always been a purely local issue and for many good reasons. But unless there is some major effort to coordinate educational programs continued lack of opportunity for much of our population, continued segregation and a continuing urban crisis."

"Absent from the Goals and Policies is any expression of need to provide a better racial balance within the region."

"ABAG's current program should include a greater emphasis on immediate issue that face all of us in the continual expansion of the metropolitan area, including housing and jobs, and wherever possible these issues should be stated in action-oriented terms. It should deal directly with the questions of effectuation of plans."

Our Housing and Urban Development Committee will continue to work to promote an open metropolitan housing market, and our Commission will continue to make specific recommendations toward this goal.

Sincerely yours,

Edgar D. Osgood
Chairman

cc: Mr. Thomas J. Mellon
Mr. T. J. Kent, Jr.
Mr. Allan Jacobs
Members of the Board of Supervisors
Association of Bay Area Governments

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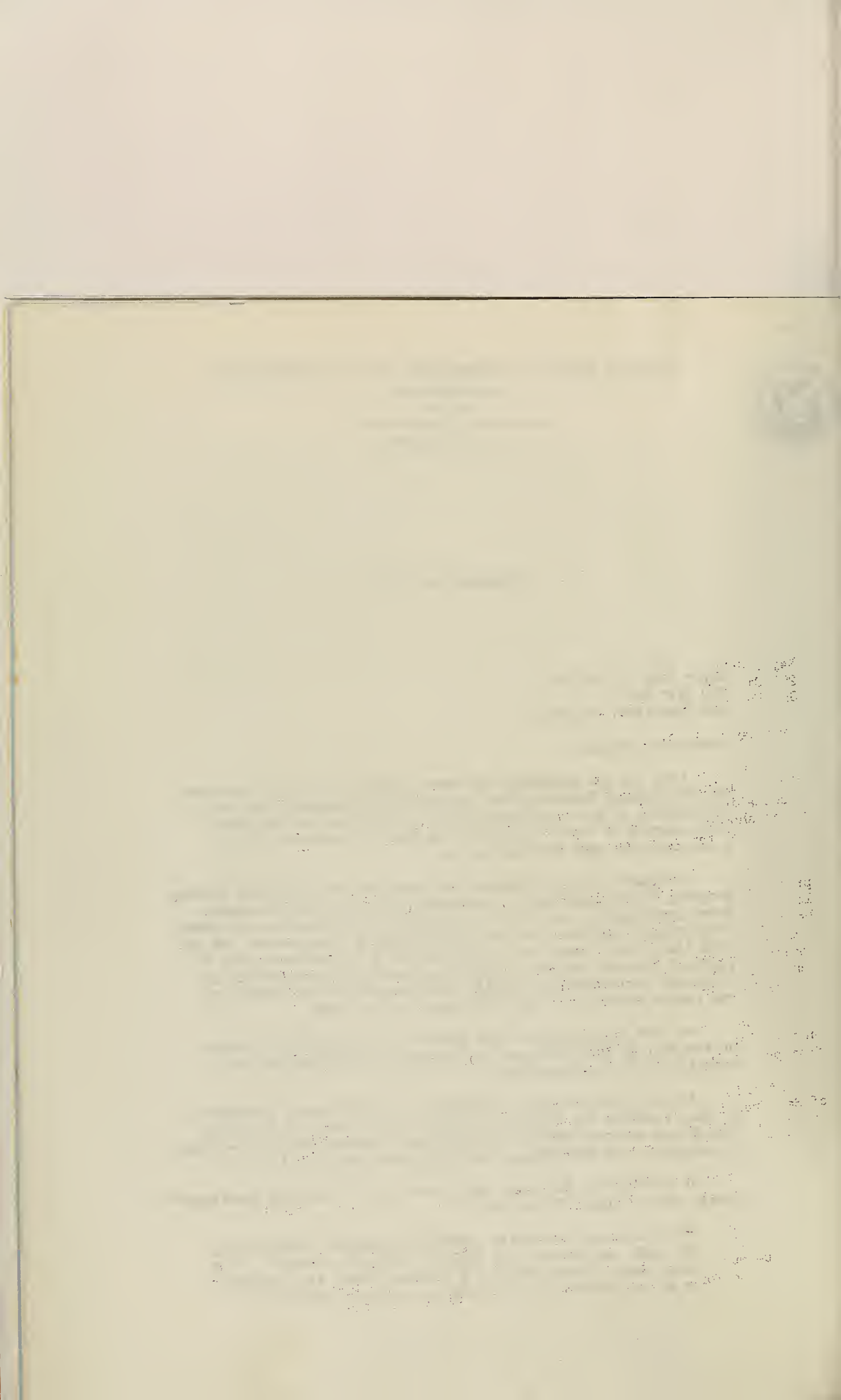

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"ABAG's current program should include a greater emphasis on immediate issue that face all of us in the continual expansion of the metropolitan area, including housing and jobs, and wherever possible these issues should be stated in action-oriented terms. It should deal directly with the questions of effectuation of plans."

Our Housing and Urban Development Committee will continue to work to promote an open metropolitan housing market, and our Commission will continue to make specific recommendations toward this goal.

Sincerely yours,

Edgar D. Osgood
Chairman

cc: Mr. Thomas J. Mellon
Mr. T. J. Kent, Jr.
Mr. Allan Jacobs
Members of the Board of Supervisors
Association of Bay Area Governments

rm

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1254 Market Street
Suite 305
San Francisco, California 94102
Telephone 558-4901

December 14, 1967

Mayor John F. Shelley
200 City Hall
San Francisco, California

Dear Mayor Shelley:

Last May you requested the Human Rights Commission to review the Preliminary Regional Plan presented for discussion by the Association of Bay Area Governments, in relation to the steps which should be taken to improve the Plan in order to achieve a metropolitan open housing market.

Our staff has been working on proposals for a regional housing program, which would involve activity by the federal government, local governments, and by the community; and our Housing and Urban Development Committee has begun discussion of these items. At the same time, ABAG itself has contracted for a preliminary study on regional housing and other aspects of social planning, which is scheduled for completion shortly and which should be helpful in our review since it is the first study of its kind.

We have been informed that ABAG will hold a public hearing on the Plan in San Francisco on January 10, primarily to hear from people in the community.

At this time we wish to commend the City Planning Commission of San Francisco for calling attention to the need for including social and economic concerns, particularly housing and its relation to education and employment, the Preliminary Regional Plan.

We endorse the following statements in the Planning Commission's review and critique of the Plan:

> "The statement on housing raises the question: 'What kind, how much, and where', but fails to ask, 'For whom?'. This issue must be dealt with on a regional basis if a solution is to be forthcoming. To some considerable extent the

urban crisis in America (especially in central cities) is related to de facto segregation policies (racial and economic) in outlying urban areas. These problems cannot be solved solely within the San Franciscos or Oaklands of the region; nor can they be confined to them. A frontal attack is required to open up housing opportunities in the region for the racially and economically underprivileged. This is related to job opportunities, housing densities, zoning, local, state and federal programs of housing policy and subsidies and myriad sub-issues. In the long run we must be sure that our plans and policies do not exclude people because of race or income. In the short run we must have action-oriented programs to include them. Regional planning, if it is to be meaningful, and not just something that is general and long range, must deal actively with this problem.

"Missing from the main issues is one labeled 'Education'. Although colleges are mentioned along with hospitals and military institutions under the employment issue, the education issue goes beyond employment. The impact of educational institutions on the quality of life of the region will be so great and so pervasive that education should be listed as a major issue. This issue is also directly related to the problem noted immediately above. Primary and secondary education has always been a purely local issue and for many good reasons. But unless there is some major effort to coordinate educational programs continued lack of opportunity for much of our population, continued segregation and a continuing urban crisis."

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rm

Present: Robert S. Lauter (Presiding), Curtis McClain, Barney Apfel, John Y. Chin, Rev. George Bedford, Rabbi Alvin Fine, Sister Mary Bernadette, Pastor Ross Hidy, Victor Honig, Mrs. Ardath Nichols, Earl Raab, Cornelius Wall.

Excused: Abel Gonzales, Eric Dohrmann, Edgar Osgood.

Staff

Present: William Becker, Gail Roberts, Rev. Joseph Meza Jack Casford.

Pledge of Allegiance: led by Chairman Lauter.

Minutes of January 25, 1968, approved with one change, on Page 3, Paragraph 2, Line 9, the first word "training" was changed to read "testing".

COMMUNICATIONS

- To Mayor Alioto from William Becker detailing the HRC support of the recommendations of the Grand Jury regarding an increase in staff, an Emergency Fund, the HRC role in relation to other city agencies, and creation of a Youth Council.

- To Thomas J. Cahill, Chief of Police, commending work of the Community Relations Unit in calming down a neighborhood to receive new Negro home owners.

- To Walter Scott from all Commissioners, a letter of appreciation for his service to the HRC.

- To Grandvel Jackson from all Commissioners, a similar letter of appreciation for his service to the HRC.

- To Edgar Osgood, a letter from Mr. Becker, attaching clipping from "The Spokesman" which reprinted his statement as outgoing Chairman.

- From Irving G. Breyer, Legal Adviser of the SFUSC Board of Education, a letter to Mr. Becker, citing a resolution in full passed by Board on January 16, 1968, placing School District Contracts under provision of the Nondiscrimination Ordinance.

- From Supervisor John A. Ertola, a letter acknowledging HRC letter supporting increase of number of members of Redevelopment Agency from five to seven.

- To Rev. George Bedford from Mr. Becker, expressing interest in and support of his efforts to develop an OIC for San Francisco and inviting him to make a presentation on the OIC to the HRC.

- From Supervisor Roger Boas to Chairman Lauter, a letter acknowledging HRC letter supporting increase in number of members of Redevelopment Agency from five to seven.

NEXT MEETING: February 29, 1968
Main Library, Commission Room
Third Floor
9:30 A.M.

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

Minutes of February 8, 1968

ROLL CALL

Commissioners

Present: Robert S. Lauter (Presiding), Curtis McClain, Barney Apfel, John Y. Chin, Rev. George Bedford, Rabbi Alvin Fine, Sister Mary Bernadette, Pastor Ross Hidy, Victor Honig, Mrs. Ardath Nichols, Earl Raab, Cornelius Wall.

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- To Major Hurdle L. Maxwell and Talmadge O. Bartley, of the Human Relations Office at the Marine Camp Pendleton, California, acknowledging their invitation to communicate in the field of Human Relations and inviting them to designate an observer for HRC meetings.

- From Vincent H. Brown, General Manager of the San Francisco Retailers Council, to Mr. Becker, thanking him for speaking to the Council on January 24 on the employment of disadvantaged minorities.

COMMITTEE REPORTS

NEIGHBORHOOD COMMITTEE (Mr. Earl Raab)

OMI Project

Mr. Rollin E. Haggard, Coordinator of the OMI project, gave a progress report on the work of the project, including negotiations for a piece of property to be acquired for community use, adult education courses at Balboa High, and a study to determine if realtors will not show property to white families interested in buying. He announced a rally at Commodore Sloat February 18, at which Mayor Alioto has been invited to speak. An Art Festival at Farragut School is scheduled for February 25. The Youth Group has secured Mahalia Jackson for a concert March 10 at the Opera House. Mr. Haggard announced that the adult education classes at Balboa will begin February 19, will meet twice a week, from 7 p.m. to 9 p.m., with instruction in shorthand, typing, Negro history, family life, speed reading, etc. The OMI project proposals for its various programs have been submitted to various Federal agencies for funding. Commissioner Raab asked what help the HRC could do now to help the project. Mr. Haggard noted expenses larger than anticipated for the past six months. They are asking the San Francisco Foundation to give them their grant a month earlier to compensate for the shortage anticipated.

It was m/s/c that the HRC express its feeling of the great importance of this program in a communication to the San Francisco Foundation.

District Council Study

The Neighborhood Committee on February 7 heard the verbal report by Dr. D'Angeli, of San Francisco State College, who is doing the study for the Golden Gate Neighborhood Centers Association. He is concentrating on three levels: continuation of Council staffing, the social planning aspect, and citizen participation. The Committee will hear a final report shortly and bring its evaluation and recommendations for HRC action in early March.

Parking Commission

Problem of jamming of parking meters with beer or soft drink pull tabs involved the HRC, apparently on assumption that problem was most severe in minority neighborhoods. It turned out the main problem centered in Montgomery Street.

EMPLOYMENT COMMITTEE (Mr. Cornelius Wall)

Public Sector

Hunters Point Apprenticeship Case (Mr. Curtis McClain)

A report on the complaint lodged by the local Painters Union against a local painting contractor charging discrimination in the discharge of two apprentice painters on the Hunters Point project. Numerous meetings were held with the company and union involved, and led to a meeting January 26, at which the following recommendations were made: that the painting company offer immediate reemployment to the discharged apprentices; pay them full back wages from date of discharge to completion of the contract; and, if one or both refuse

reemployment, hire two other Negro apprentices. It was recommended to the union that it exhaust its contractual remedies under the collective bargaining agreement before seeking assistance from public agencies, and also that it more aggressively recruit and screen Negro and other minority young men. It was recommended that the Housing Authority continue withholding the ten percent of funds due until the three recommendations are adhered to by the company. It was further recommended that the HRC begin as soon as possible a specific affirmative action program for painting industry apprentices, to be worked out with San Francisco painting contractor associations, Painters Union Local 4 and other San Francisco based Painters Union locals, and joint apprenticeship and training committees of the San Francisco painting industry. This would also include a program of intensive follow-up for these minority young men indentured as apprentices to prevent such situations as represented by this case.

Mr. McClain read the letter from the painting contracting firm involved stating its willingness to comply with the HRC recommendations. He commented that the matter was settled "around the table", without public attention given to it. Mr. Apfel asked that the HRC commend the Vice-Chairman's work on this problem. The Commission agreed that a letter also be sent to the painting contractor commending his firm for their cooperation and compliance.

City Contract Compliance (Mr. William Becker)

In reference to the City College prime contractor's loss of his contract because of refusal to offer an improved affirmative action program: the Board of Education had asked the HRC for a letter explaining its role. The letter was written to Mr. Wilbert Vestnys, giving the reasons for the HRC action in the case, pointing out that the contractor insisted on remaining with his original proposal, despite suggestions of how he could meet Federal requirements. (A copy of the letter is attached.) The Federal government wants the contractors to develop the details of these affirmative action programs. In the City College case the prime contractor was alone in his refusal to change his proposal, though all the subcontractors did so. Discussion with Department of Public Works people has brought out that many contractors do not know what is expected of them in this regard, despite material sent out by Federal agencies. Mr. Becker said that pending amendment of the Nondiscriminatory Ordinance, the City agencies have understandably asked for HRC guidance in this field. He sought permission to give the Public Works Department a set of guidelines, taking into account the fact that each job has its own individual circumstances and needs. This guide could be provided to contractors who are bidding. It was also pointed out that the City College case came up at the pre-award time, when commitments had already been made for the work. The HRC has suggested that the ordinance amendments contain provision for pre-BID conferences. The Department of Health, Education and Welfare's Equal Employment Office wrote to the HRC expressing thanks for its help in the City College matter.

It was m/s/c that the HRC endorse the action of the HRC staff in this matter.

It was m/s/c that the HRC authorize staff to draw up a set of guidelines reflecting the objectives of affirmative action programs.

HOUSING AND URBAN DEVELOPMENT (Pastor Ross Hidy)

Pastor Hidy introduced Supervisor Terry Francois, who spoke at length on his position on the Workable Program for the Western Addition, on relocation, and on urban development in general.

Mr. Francois noted his service as a former member of the interim Human Rights Committee, and the subsequent irony that some of his official positions on some of the redevelopment issues have differed from that

of the Commission. He pointed out that for him the most important thing is that we proceed at once to expedite -- with full protection for the rights of the individuals most immediately affected -- a program to meet the housing needs of the City. He spoke of the "unrealistic" Commission position urging delay on adoption of the Workable Program in order to await the formation of a Housing Commission. He said that delay had threatened all building programs dependent on Federal money in San Francisco. Mr. Francois said he felt that getting bogged down in specifics on relocation in the A-2 program and ignoring the overall city-wide goals could mean jeopardizing other programs to alleviate long-standing community ills, such as those existing for the residents at Hunters Point. He stressed that providing decent housing for San Franciscans is an immediate need, and that time is an important factor.

Mr. Francois spoke then about guarantees written into the cooperation agreements augmented by subsequent other resolutions of the Redevelopment Agency to protect the residents of the Western Addition against arbitrary actions by city agencies involved in redevelopment. He said it would be difficult at best for experts to determine on a five-year basis how residents of the areas concerned would be accommodated. He said that he had not heard specific complaints against the plans for A-2, even from WACO. He said he believed the plan was a good one, encompassing mixed housing for people from various income levels, and avoidance of institutional-like public housing.

Commissioner Honig then asked Mr. Francois, at the conclusion of the latter's remarks, several questions concerning the Human Rights Commission's mandate and its relationship to the Board of Supervisors. He stated that the real problem centered around the Relocation Section of the Workable Program, and that it might be that all the people being affected by the redevelopment program could not be accommodated. These were comprised of 1,600 individuals and 250 families whose incomes were so low that they could not afford to relocate. The discussion also touched on the rent supplement proposals. Mr. Francois stated that $200,000 voted by the Board can indeed be used in part for rent subsidies, and that he voted for subsidies in committee.

It was pointed out that the HRC sent letters twice to the Board of Supervisors complimenting the city for its concept of rental supplements, though the Supervisor said he was not aware that the HRC did not appear before the committee on the issue.

Mr. Francois stated that further delays in redevelopment condemn the residents of slum ghettos to remaining there. Mr. Honig, speaking of the HRC's position on relocation provisions, cited its continuing concern for the rights and dignities of the individuals in redevelopment areas.

Commission Raab spoke of the difficult and sometimes conflicting roles of the legislator and the HRC, in that the latter, while not expert in the technical aspects of the problem, does have its mandate to be involved in the human considerations. He cited past instances where massive programs were undertaken without prior guarantees for the needs of the people in redevelopment areas, and then became impossible to amend or correct.

Mr. Francois expressed his hope that the HRC could play a role in decision-making on these problems, but noted that some recent statements had not had political feasibility.

Commissioner Nichols spoke of the HRC's concern for human values rather than political expediency, and said that many housing projects have worsened the conditions for people rather than improved them. She stressed the necessity of prior assurances that programs or redevelopment will not create new ghettos or perpetuate the sufferings of the residents. Mr. Honig asked if Mr. Francois

wanted a specific recommendation for yes or no votes on certain issues. The answer was that the HRC should take a firm position on issues, such as the rent supplement proposals. Mr. Francois offered to request that the HRC be consulted on all issues within its area concern in order that complete communication be maintained.

Commissioner Hidy expressed HRC appreciation for Mr. Francois' appearance, and pointed out that the HRC role is to prevent a massive program from being adopted without protection for human rights, which makes it difficult to provide yes or no positions.

EMPLOYMENT COMMITTEE

Private Sector (Mr. Cornelius Wall)

Report from the Motor Car Dealers Association Equal Opportunity Employment Survey

He noted that the report showed no on-the-job training in the Parts, Sales, and Office categories, and said that the HRC should explore this. To a question regarding the regency of the figures shown, Mr. Becker pointed out the staff problems caused by departures and illness. He also noted that Mr. Bossano is working to refer apprentices to motor car dealers.

Report on the Opportunity Industrialization Center of San Francisco (Rev. George Bedford)

Rev. Bedford reviewed the formation of the OIC of San Francisco, based on the program established by the Rev. Leon Sullivan, of Philadelphia. It was sponsored by the Baptist Ministers' Union of San Francisco and the Bay Area originally, and was located at 770 McAllister Street. It was learned recently that an OIC for Spanish-Speaking persons was being considered for the Mission District. There has been established subsequently a joint board of directors representing the Negro, Spanish, Filipino, American Indian, and Chinese communities, as well as the Archdiocese of San Francisco, the Council of Churches, the First United Presbyterian Church, and the San Francisco Conference on Religion, Race, and Social Concerns. Rev. Bedford read a letter sent to the Rev. Sullivan in Philadelphia informing him of the creation of a single OIC and formation of a board of directors representing major ethnic groups in the city.

It was m/s/c that HRC express its commendation of the OIC project and, in particular, the action taken by Rev. Bedford to form a unified, multiracial undertaking.

Pastor Hidy recommended that publicity be given to this action.

Report on Culinary Training Program (Mr. William Becker)

The HRC met last week with community organizations who had been involved in the culinary discussions and the labor-management committee conducting the project. The cook's apprenticeship program is moving slowly into an expanded status, and the bartender's program approved by the State will soon begin. Ten waiters, ten waitresses, and ten combination-men have gone through three weeks' classroom training and been placed in on-the-job training. All referrals come from Adult or Youth Opportunity Centers of the city. Two problems have come up: The first is the substantial dropout after job placement of over fifty percent, partly because of inadequate follow-up. Now the State Service Center, through community aides, is organizing better counseling and follow-up after placement. The second problem is the small participation by members of the Spanish-Speaking community. The third class is going well on the job, and the fourth class for telephone switchboard operators starts next week. It is hoped that this program be continued as a permanent means to get minorities into the hotel and restaurant industry.

Budget Discussion (Mr. Robert Lauter)

The request for the 1968 fiscal year of $295,715 is approximately $126,000 over that budgeted for the 1967 fiscal year. The major increase items for the current request are for salaries for increased staff, plus the space and other services needed by increased staff.

The HRC is requesting two additional employment representatives and two clerk-typists for implementation of the Nondiscrimination Ordinance. It is also asking for a staff of seven for the proposed Youth Council, one coordinator on Youth and Education activities, one community organization representative, three junior community organization representatives, and two clerk-typists. The Youth Council will call for an annual expenditure of about $65,000. Also proposed is expansion of activities in neighborhood and community organization, for which the HRC has requested two community organization representatives, two junior community organization representatives, and one clerk-typist. An additional request is for one junior community organization representative concerned primarily with minority youth job information brings the total staff increase request to seventeen persons.

It was m/s/c that the Budget Request be adopted.

LEGISLATIVE COMMITTEE (Mr. Earl Raab)

Commissioner Raab read a Resolution on the Human Rights Conventions urging Senate passage of ratification of these conventions.

It was m/s/c that the resolution be adopted by the HRC. (A copy is attached.)

YOUTH AND EDUCATION COMMITTEE (Sister Mary Bernadette)

Solomon Akins on the Concert Proposal

Mr. Akins outlined the proposal of a group of young men at San Francisco State seeking to establish projects for Negro youths seeking further education. The age range is between seventeen and twenty-one. The group had its last benefit in September and raised funds to establish forty scholarships. Mr. Akins described his work with the tutorial program at San Francisco State College.

He read portions of a proposal for a community concert series and jazz festival lasting two days. The purpose is to raise money for tutorial programs. The program will comprise three concerts and a festival, with artists representing all aspects of Black Music (i.e., Rhythm and Blues, Jazz, Dance and Spirituals). One concert will be held each month. The first is set for March 10. He appealed for help in the areas of funds, public relations, etc. A budget of $27,000 has been outlined and was discussed by Bertram Thomas. San Francisco State Associated Students has pledged an undetermined amount to help.

It was m/s/c to endorse this program by Resolution; and it was suggested that the project be turned over to the Youth and Education Committee to see how, in follow-up, assistance can be provided for the concert series.

Report on Jenkins' Proposal on Educational Equality/Quality (Sister Mary Bernadette)

The subcommittee has completed an analysis of the Jenkins report, submitted to Youth and Education Committee. It is a fact-finding report. It was requested that Commissioners come to a meeting of the Youth and Education committee on February 21 to present their reactions to the fact-finding report.

It was m/s/c that the Human Rights Commission meet in dialogue with the San Francisco Unified School District toward developing a comprehensive plan for quality integrated education. Toward this end, a subcommittee shall be appointed by the Chairman to meet with Superintendent Jenkins and members of his staff.

Commissioner Nichols spoke on the entrance for dropouts at City College being twenty-one, while most city colleges accept these people at eighteen. San Franciscans have to go to San Mateo to get this privilege, and she recommended that the HRC investigate this matter. She reported also that the percentage of financial assistance to City College for minorities is about one percent.

They should be entitled to about twenty percent. Efforts are being made to encourage them to apply for all funds that are available. These points were also turned over to the Youth and Education Committee for consideration at its next meeting.

Report on School Board's Action on Personnel Policy (Mr. Robert Lauter)

Chairman Lauter read proposed resolution to the Board of Education by the School District Staff stating: "It is the policy of the Board of Education to implement a program of faculty racial and ethnic balance which more closely approximates the racial and ethnic distribution of the total public school population so long as such efforts maintain or improve equality-quality education."

It was m/s/c that the HRC commend the Board of Education and the staff for their proposal and emphasize that implementation of the program is of vital importance.

CALENDAR MATTERS

Next meeting postponed to February 29 because February 22 is George Washington's birthday, a legal holiday.

NEW MATTERS

Attention of the Commission was called to the Library program observing Negro History Week.

Mr. Earl Cranshaw, Chairman of WACO, Western Addition Community Organization, spoke on the vigorous opposition of his group to the Workable Program adopted for A-2 in the Western Addition. Copies of WACO's proposals for A-2 Renewal were distributed to the Commissioners. Mr. Cranshaw said that his group has made many proposals to the Redevelopment Agency, but that this body ignores them. He asked that he might be permitted to make a fuller presentation to the Commission at a later meeting. Mr. Cranshaw introduced Mrs. Mary Rogers, who spoke passionately of the dilemma of poor families, with numerous children, and marginal incomes, in meeting the high rents that will prevail in the housing proposed for A-2.

Mr. Lauter asked that a WACO presentation be scheduled by the Housing and Urban Development Committee, and that it contain documentation of the number of people affected, and how they were affected by redevelopment since the Western Addition changes began. Pastor Hidy assured Mr. Cranshaw that his group and its feelings are very seriously considered by the Housing and Urban Committee, which intends to keep in close communication with them.

Respectfully submitted,

William Becker
Chairman

et
Attachments

RESOLUTION
on
HUMAN RIGHTS CONVENTION

Twenty years ago the Universal Declaration of Human Rights was adopted by the United Nations General Assembly. The United Nations has asked that 1968 be a year for special attention around the world to the principles of Human Rights. President Johnson has proclaimed 1968 Human Rights Year in this country.

This should be a year in which the basic concepts of human rights are celebrated, the tremendous contributions of this country to the cause of human rights are recalled, and the still continuing failures of this country in the field of human rights are evaluated.

President Johnson noted one of those failures on October 11, 1967, when he referred to the fact that the United States has not ratified any of the four major human rights conventions which have emerged from the United Nations. The United States has not ratified the Anti-Slavery Convention, although 70 other nations have done so; it has not ratified the Convention on the Political Rights of Women, although 53 other nations have done so; it has not ratified the Convention against Forced Labor, although 78 other nations have done so; and it has not ratified the Genocide Convention, although 70 other nations have done so. This year the U.S. Senate Foreign Relations Committee approved the Anti-Slavery Convention, voted to table two others and did not even consider the Genocide Convention. The Senate's refusal to consider the Genocide Convention is an especially blatant contradiction to our national morality, to our position at the war crimes trials after World War II, and is an astonishing abdication of world leadership. The Genocide Convention was tabled 18 years ago for tactical considerations that no longer prevail.

President Johnson said last October:

> "American ratification of these (Human Rights) Conventions is long overdue. The principles they embody are part of our own national heritage. The rights and freedoms they proclaim are those which America has defended -- and fights to defend -- around the world.
>
> "It is my continuing hope that the United States Senate will ratify these conventions. This would present the world with another testament of our Nation's abiding belief in the inherent dignity and worth of the individual person. It would speak again of the highest ideals of America."

The Human Rights Commission of San Francisco, the birthplace of the United Nations, therefore resolves that:

1). The U.S. Senators from California be petitioned to support immediate ratification of the United Nations Conventions on Political Rights for Women, Forced Labor and Genocide.

2). The Human Rights Commissions around the country be asked to take similar stands.

3). The Mayor of San Francisco be urged to declare 1968 International Human Rights Year for San Francisco, and that he appoint a special committee of distinguished and representative citizens to implement a program of appropriate attention to this International Human Rights Year throughout the organizational, educational and civic life of San Francisco.

ADOPTED 2/8/68
by Human Rights Commission of San Francisco

Motor Car Dealers Association

EQUAL OPPORTUNITY EMPLOYMENT SURVEY

Total Number of Employees
Employed as of March 31, 1967

Classification	White	Negro	Other Non-White, Including Orientals & Other Persons of Mexican or Latin Descent	Total
Members of Union Locals 665, 1073 & 1305	674	139	167	980
Parts	129	7	26	162
Sales	369	15	39	423
Office	328	8	31	367
Totals (All 1,932)	1,500	169	263	1,932
	77.6%	8.8%	13.6%	
New Hires Since Last Report 12/31/66	173 75.3%	24 10.4%	33 14.3%	230

Total Number of Employees
Employed as of June 30, 1967

Members of Union Locals 665, 1073 & 1305	706	138	168	1,012
Parts	126	2	16	144
Sales	378	16	39	433
Office	274	6	21	301
Totals (All 1,890)	1,484	162	244	1,890
	78.5%	8.6%	12.9%	
Nes Hires Since Last Report 3/31/67	241 72.1%	37 11.1%	56 16.8%	334

Motor Car Dealers Association

EQUAL OPPORTUNITY EMPLOYMENT SURVEY

CLASSIFICATION	WHITE	NEGRO	ORIENTALS (INCLUDING (CHINESE, JAPANESE.)	PERSONS OF MEXICAN OR LATIN AMERICAN DESCENT	APPRENTICES AND ON-THE-JOB TRAINEES	TOTALS
Members of Union Locals 665, 1073 & 1305	669	137	22	121	56	1,005
Parts	123	3	1	13	0	140
Sales	379	17	14	20	0	430
Office	261	5	8	17	0	291
	1,432.00	162.00	45.00	171	56	1,866
Totals (All 1,866)	76.8%	8.7%	2.3%	9.1%	3.0%	
New hires since Last Report 6/30/67	262	39	8	42	61	412
	63.6%	9.5%	1.9%	10.1%	14.9%	

The MCDA Quarterly Minority Employment report for the period ending September 30, 1967, shows a decrease in total employment of 1.3% since its last report dated June 30, 1967. For the same period of time the total Negro employment has remained the same (162); total employment for orientals and persons of Mexican or Latin descent has decreased by 28.

Hardest hit of the minority employment was the Members of Union Locals 665, 1073 & 1305 (26 decrease). The minority new hires category showed a decrease from 93 to 89.

NOTE: This is the first report that shows the Apprentices and On-the-Job Trainees category, and a breakdown of the Other Non-White Category into Orientals and Persons of Mexican or Latin American descent categories.

The Parts, Sales, and Office categories do not show any on-the-job trainees.

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2/7/68

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HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1254 Market Street
Suite 305
San Francisco, California 94102
TELEPHONE 558-4901

February 1, 1968

Mr. Wilbert G. Vestnys
Assistant Superintendent, SFUSD
135 Van Ness Avenue
San Francisco, California 94102

Dear Mr. Vestnys:

In response to your request for information on the City College construction contract job #2800, I hope you will attach the correspondence you have already received to this letter for background.

The Human Rights Commission staff could not approve the affirmative action program submitted by the prime contractor for the following reasons:

1. Despite lengthy and detailed discussions, in which it was thought that understanding existed all around, the prime contractor refused to make any changes in his proposal, in contrast to his sub contractors who all modified their proposed programs.

2. The prime contractor expressed agreement on principles but made little committment to take any responsibility, e.g.

   a. He wrote: Item 1 e, "Due to the fact that we are a relatively small firm with limited resources, we find ourselves powerless to establish any significant program."

   b. On apprenticeship, he wrote: Item 2 & Item 4 b, c & d, "He will participate, within the time and resources available, to the extent that such participation does not jeopardize the continued existence of the firm."

      "We recommend that major efforts be made to divert Federal, State and City employees (including educators) working on lower priority apprenticeship programs."

      "A telephone poll of the primary unions on this job (Carpenters, Electricians and Plumbers) indicates

that there is a substantial number of journeymen in this area who are available and unemployed. In view of this, commitments for specific quotas of minority apprenticeships are not possible.'

c. On minority group sub contractors, he wrote: Item 9, a and b, We advertise our jobs in the Daily Pacific Builder and will accept bids from any financially responsible and qualified sub contractor.'

"We will place on our mailing list any subcontractor who ask to be notified of jobs being estimated where his specialty is involved."

3. This proposal seemed a description of the way things have been done, with no new effort to meet the requirements of the federal Executive Order No. 11246. Staff felt that in their discussions with the prime contractor they had illustrated many ways in which he might have improved his program. We frankly do not understand why he insisted on making no changes.

Sincerely,

William Becker
Director

WB/rm/da

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* * * * * * * * * * * * * * * * * * * * * * * *
* NEXT MEETING:  May 23, 1968                   *
*                Main Library, Commission Room  *
*                Third Floor                    *
*                9:30 A.M.                      *
* * * * * * * * * * * * * * * * * * * * * * * *
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HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

Minutes of Meeting of May 9, 1968

ROLL CALL

Commissioners:

Present: Robert S. Lauter (Presiding), Earl Raab, Cornelius Wall, Rabbi Alvin Fine, Barney Apfel, Sister Mary Bernadette, John Y. Chin, Eric Dohrmann, Pastor Ross Hidy, Victor Honig

Excused: Rev. George Bedford, Edgar Osgood, Mrs. Ardath Nichols, Curtis McClain, Abel Gonzales

Staff:

Present: William Becker, Mrs. Gail Roberts, William Dacus, Frank Anderson, Edith Witt, Jack Casford, Ernest Wu, Herman Bossano, Joseph Meza

Pledge of Allegiance

Minutes of April 25, 1968 approved.

COMMUNICATIONS

- Copies of identical letters sent by the Human Rights Commission to State Assemblymen John Burton, Charles W. Meyers, John F. Foran, Willie L. Brown, Jr., and State Senators Milton Marks and George Moscone, urging support for state legislation to increase the amount of AFDC grants to at least the minimum levels specified in the Department of Social Welfare's Cost Schedule for Family Budget.

- To Mr. Eneas Kane, Director of the Housing Authority, a letter from Mr. Becker stating the Human Rights Commission 's action on April 25 to support this legislation, its communication of its support to the legislators, and offering any other support needed.

- From Mrs. Helen Weisbrod, Senior Staff Development Supervisor, Department of Social Services of the City of San Francisco, a letter to Mr. Becker thanking him for participation in an orientation class for beginning social workers and discussion of non-discrimination practices.

- From Arthur Lim, Chairman, North Beach Place Chinese Improvement Association, a letter to Mr. Becker thanking him for being instrumental in obtaining a lease for a meeting room at 660 Francisco Street, and his interest in Gloria Gaw Lai's case to extend her stay in the United States.

- To Church Leaders of San Francisco, a letter attached to copies of the Human Rights Commission's "Point of Acceleration," urging that they call to the attention of their parishioners the specific actions recommended therein. This mailing was made to all persons listed on the San Francisco Council of Churches, Rabbis, and Archdiocese members.

- From Superintendent of Schools Robert Jenkins, a letter acknowledging receipt of the Human Rights Commission letter to Edward Kemmitt, President of the Board of Education, urging the Board to provide approximately $10,000 to prevent San Francisco's Head Start Program from being ended. Mr. Jenkins reported that he has asked that the necessary $10,000 be included in the budget.

- From Superintendent Jenkins, a letter to Chairman Lauter, acknowledging his

April 16 letter supporting his recommendation that 900 classroom teachers be added to reduce class size, individualize instruction, etc. Mr. Jenkins reviewed the current work on the Task Force and the Citizens' Advisory Committee on Education Equality/Quality, and stated he hoped a luncheon meeting could be arranged in May with the Human Rights Commission to exchange ideas and report progress in the field of education.

- From James D. McClary, Executive Vice-President of Morrison-Knudsen Company, Inc. Contractors and Engineers of Boise, Idaho, a letter to Director Becker enclosing a copy of the company magazine, "The Em-Kayan" for May 1968 and calling attention to the President's memo regarding job training of minority groups. Mr. McClary stated that without the efforts on the part of the Laborers' Local and the Human Rights Commission in San Francisco, the training program for minority youth to work on the BART subway construction project could not have taken place.

Mrs. Rita Semel, of the San Francisco Conference on Religion and Race, appeared briefly to announce the sponsorship by her organization and the Adult Education Department of the Archdiocese of San Francisco of eleven meetings in churches and synagogues throughout the city on May 15, Wednesday, at 7:30 P.M. The meetings are to discuss recommended local actions to be taken as a result of the Kerner Commission Report on Civil Disorders, and the Human Rights Commission's inventory in "Point of Acceleration." Interracial, interfaith teams, some including members of the Human Rights Commission, will address each session, giving a capsule history of minority problems, followed by a Caucasian speaker to ask members of the audience for Pledges for Action (sample attached). These commit the signers to actions as active citizens, as active volunteers, or as active witnesses. It is hoped to reach a sizeable portion of the community, who normally do not get involved. Mrs. Semel said she hoped to return at a later date to report to the Human Rights Commission the results of these eleven meetings. Publicity is being obtained through the Catholic Monitor, the Jewish Community Bulletin, and the Metropolitan Press. Clergymen are announcing the meeting from pulpits. Mr. Lauter said the Human Rights Commission would do all it could to help this undertaking.

COMMITTEE REPORTS

EMPLOYMENT (Mr. Cornelius Wall)

Private Sector

United Air Lines' Western Regional Manager of Personnel, Robert J. Meyers -

"OJT Program for the Hardcore."

Before the presentation by Mr. Meyers, Director Becker reviewed the Human Rights Commission's work under a special grant from the Economic Opportunity Council to develop job opportunities at the San Francisco Airport. United Air Lines, as the largest employer at the airport, was involved in the initial work on this project. A proposal was written by the Human Rights Commission staff with the assistnace of Mrs. Hernandez, for the employment of hardcore unemployed. United expanded on this proposal and made it into a national format-proposal used as a basis for application for program assistance from the Department of Labor.

Mr. Meyers was introduced. He stated that it was the impetus provided by the Human Rights Commission that got United involved in this program, now on a nationwide basis, hiring, training, and putting on the job the hardcore unemployed: This week a definitive contract with the Department of Labor is being signed under which United agrees to train and put on the job between 400 and 600 disadvantaged persons from eleven major cities on the airline's system. In San Francisco, with the expectation of some turnover, the Human Rights Commission, the Urban League and other agencies are being asked to coordinate recruitment of some 150 persons, in order to place 100 on the job by the end of the 12-month contract period. Job classifications involved include: utilitymen, aircraft cleaners, ramp servicemen (semi-skilled), kitchen helpers, dining service helpers, general clerks, and storekeepers (also a semi-skilled job). The program has two parts: one for new trainees and one for minority persons already on the payroll who have been unable to break out of unskilled positions because of lack of high school diplomas or pre-employment tests they could not pass. Currently underway is a program to upgrade these people and

give them a chance for the above two semi-skilled job classifications. Eighty-seven are qualified now on the basis of job performance, seniority, and dependability. Those to be selected for the trainee program will be for the other jobs, to fill in where present minority employees are up-graded. The program will begin in Chicago on June 3 and in San Francisco approximately on July 15. They are now selecting instructors, finding facilities, getting training equipment and developing curriculum.

The training consists of eight weeks - divided into four weeks vestibule and four weeks on-the-job. The trainee receives the journeyman rate of pay for his particular classification plus transportation allowances during training. Job applicants are to be selected from poor families whose members are underemployed or unemployed. To qualify they must either be a school dropout, a minority member, between 18 and 22, over 44, or handicapped. Any one will qualify an applicant. They need have only sixth-grade reading and fourth-grade math comprehension. Arrest records may be acceptable; the employees need not be bondable. They will be given physical exams. Previous job stability and appearance will be waived as qualifications.

The Human Rights Commission and the Bay Area Urban League are major sources for recruiting in San Francisco, and Mr. Meyers stated United would rely "heavily" on the two agencies for counseling and guidance. Orientation seminars for instructors and all line supervisors are being prepared for use before completion of the training for the first group.

Director Becker noted that the upgrading aspect of this program was one of the most important. He noted the impacting of people in entry level jobs, and that it is crucial that movement out of these jobs take place in order to get new people in. Chairman Lauter commended Mr. Meyers and his firm for their innovative program entailing the elimination of a number of entry barriers.

Mr. Meyers reported on hiring statistics:

- In 1967, in San Francisco, United had 40,890 applicants
  5,538 were from minorities (13.6 percent)
  3,365 were Negroes
  1,873 other minorities
- In 1967 United hired 2,558 persons in San Francisco
  442 were from minorities (17 percent)
- The hiring ratio for Caucasians was one out of 17.
- The hiring ratio for minorities was one out of 13.
- The 17 percent figure represents an increase of 4 percent in the employment of minorities over the figure for 1966.
- In the first quarter of 1968, United has hired 400 persons; 108 are from minority groups, representing 25 percent of the total. These have been hired for a wide range of classes, including accountants, purchasing agents, keypunch operators, parts cleaners, aircraft mechanics, reservations agents, employment representatives, etc.

Attached is the breakdown of the figures on 1968 hiring reported by Mr. Meyers.

There followed general discussion of responses by other airline carriers to the efforts by the Human Rights Commission and the Public Utilities Commission to establish affirmative action programs. Commissioner Wall noted that response had been negligible. Companies contacted, with no response, have included American, PSA, and Pan American. Commissioner Raab suggested a compilation of listing of airlines in the city, the number of employees they have, and where their national offices are located.

It was m/s/c that the Human Rights Commission write to headquarters of all airlines (with copies to local offices) indicating that efforts have been made to work out action programs, reminding them of the United program, and asking that authority be given local people to negotiate such agreements. Copies are to be sent to the Fair Employment Practice Commission and the Public Utilities Commission.

Director Becker noted that there is an on-going program with Western and TWA at present.

Commissioner Raab suggested that this matter be kept on the bi-weekly agenda for a continuing report on progress, or lack of it.

Special Assistant to the President Lockheed Missile and Space Corporation:

"Expanded Employment Opportunities at LMSC for minority group persons" -

Mr. Raymond I. Schneyer.

Mr. Schneyer was introduced by Mr. Dacus. He described the firm's program which began in March 1967, in an effort to bring the disadvantaged into the work force. There were four persons in the first class - obtained after removing all barriers to employment that normally prevailed. Five"conditions" were set, including: head of household or principal wage-earner; partly or wholly on welfare; school dropout; lack of saleable skills; and a history of unemployment in the last two years. In other words, those people unable to qualify for most jobs. The only requirement was a physical; also, since Lockheed has many defense contracts, and security clearances were necessary. Arrest records were not a hindrance, but convictions for particular types of felonies could eliminate them. Recruitment was done in cooperation with the State Employment Service and local agencies. Primarily, Lockheed financed the undertaking, with help later on from the Labor Department. The classes were held to a maximum of four or five persons per instructor for the four weeks' vestibule training, and six weeks on-the-job training on the floor. Instructors also rapidly became counselors, being involved in the trainees' private affairs and home life problems. These instructors could counsel the supervisors to whom the trainees were referred, advising extra instruction and so forth.

In the past year, through March 1968, 135 persons entered the program, with 129 getting through to the on-the-job portion of it. This is Lockheed's Vocational Improvement Program, which puts the people on the payroll directly. The Welfare Department asked that the firm also take on some people for training without the guarantee of a job after four weeks' vestibule instruction, but with a committment to hire if jobs were available. Once "on the floor," these people got the same pay and had the same status as those in the initial program. Of those who, from this first class, are still on the payroll, eight out of ten are still on the floor, and one-third of them have been upgraded to the next job level. Studies of their job performance and comparisons with those who enter Lockheed employment through normal channels show no differences. Promotion rate and performances are the same.

The program is being expanded and under a contract with the Department of Labor to share costs, 200 persons will be trained.

The participants in this training program were in the age range from 18 to 49, an average age of 28; 14 or 15 had never been employed. They had an average of three dependents. They are approximately one-third Negro, one-third Spanish-speaking, and one-third Oriental. Half are men and half are women. Their average dropout point in school was at the tenth grade; none had high school diplomas.

With the current JOBS Program of the National Alliance of Businessmen, Lockheed is extremely anxious to see other firms come into similar training programs. It is felt that the ability to put a man on the payroll as he goes into training gives him a vital incentive on the job.

The present contract, under which companies are reimbursed for the cost of training, makes it difficult for small companies to participate.

Lockheed has, therefore, started a consortium to serve other companies. They are submitting a proposal to the Department of Labor to found two groups, in South Bay and in San Francisco. This is to carry out a training program such as Lockheed has been carrying the past year. Lockheed will reimburse the small companies their costs of training as they expand them, and will itself be reimbursed later by the Labor Department. There are some 30 to 35 companies participating, half in South Bay and half in San Francisco, representing some 350 jobs. This may be added to in August or September. The companies have shown enthusiasm for participation. There will be a vestibule training center in both the South Bay and San Francisco. There is counseling, and

follow-through on job performance, all recruits enter the company payroll immediately. The pay during the vestibule portion is $1.75 an hour to keep it equitable at the outset, then moves to the individual company's starting rate.

Commissioner Fine stated that Lockheed should be commended for keeping the kinds of statistics and evaluating them in a manner generally applied to making a profit.

Transportation and the lack of low-cost housing in the South Bay are two major drawbacks to bringing minority people there to participate in this training.

The consortium is being sponsored by Lockheed with a diverse group of companies without relationship to its particular field of enterprise. Mr. Schneyer emphasized his firm's determination to make the consortium concept work.

Commissioner Honig noted that the difficulties of transportation to jobs were brought out by Mr. Schneyer, and the fact that these difficulties are widespread, since industry is no longer concentrated in San Francisco. He recommended that a study be made of the local transportation system to determine what references could be made to permit residents of San Francisco to get jobs through the availability of low-cost transportation.

Chairman Lauter referred Mr. Honig's suggestion to the Employment Committee for review. Mr. Honig stated that his recommendation was that this study be done by authorities involved in transportation planning in the Bay Area and in San Francisco.

Veterans Affairs Coordinator: "The Bay Area Urban League's Veterans Program"-

Mr. Costell N. Akrie

Mr. Akrie discussed details of the League's program to assist veterans of the armed services who are minority members in obtaining jobs and housing. The military contact minority veterans 180 days before discharge and inform them of the Urban League's program. If the veteran applies, the League contacts him and begins its work in placing him in a job. The program has worked well. Mr. Akrie noted that the old "52-20" Club (which paid a small weekly living allowance for the first year out of service to World War II veterans) no longer exists, and that today's veteran faces the need for a job almost immediately upon leaving service. The League deals exclusively with the minority veteran. It is engaged in informing employers about the program and asking their help in placement efforts. Mr. [illegible] said that there is a great shortage of jobs for returning veterans. One of the greatest stumbling blocks is the veteran with a dishonorable or undesirable discharge. Mr. Akrie said that this was an area that needed special attention. The League in San Francisco sees an average of 40 to 50 veterans a month and can place from 16 to 20 in jobs. Housing also is a great problem to obtain for the returning program. A minimal number of Spanish-speaking veterans apply to the League for help. The League's Veterans Affairs Program is in nine cities, directed by nine coordinators. It is hoped it can be enlarged to all 87 of the cities in which the League has offices.

Public Sector (Mr. Barney Apfel)

OJT in City and County Government of San Francisco

The Human Rights Commission has been discussing with George Grubb, General Manager of the Civil Service Commission, an OJT (on-the-job) training program for the City and County government. The common goals defined are:

1) The OJT Program should be developed for positions which have indicated a steady demand for skilled and trained personnel.

2) At the termination of such OJT Program, each participant should be able to pass the civil service examination successfully.

It is hoped that this will provide additional employment and skill-upgrading opportunities for local citizens, especially members of minority communities,

while at the same time filling vacant positions in the City and County government.

Director Becker noted that Thomas Gwyn of the Urban League OJT Project was present. He recommended also that the Human Rights Commission urge the Board of Supervisors to resurrect the OJT Program proposal and move forward on it. Mr. Gwyn reported that there has been contact with Ed Moose of the Mayor's office in another attempt to get the City to act on the program.

Commissioner Wall recommended that the Board of Supervisors be asked to take up again the matter of OJT Programs for the City and County. Chairman Lauter stated that this would be done.

NEIGHBORHOOD (Mr. Victor Honig)

Resolution on Model Cities

This was introduced by Joseph Meza, who gave a brief background on the development of a coalition movement in the Mission District to determine positions of the community on the Model Cities proposal.

It was m/s/c the Human Rights Commission support the application for Model Cities planning funds for San Francisco.. (Full copy of the resolution is attached).

Mr. Becker noted before passage that there had developed again in the City a conservative opposition to Model Cities and that it was important to act at this time.

Proposed Summer Recreation Program for Hunters Point - Mr. Harold Brooks

(Hunters Point Community Services Representative for the San Francisco

Redevelopment Agency)

Commissioner Honig reported that the Neighborhood Committee last week met with representatives of Hunters Point organizations and introduced Mr. Brooks, who spoke of his concern over the communications gap between the agencies for funds coming into the City for summer programs and the youth of the City and agencies planning for them. He cited the 1966 program evaluation, the outbreak of violence in September of that year and the attributing of it to the lack of employment. He stated the 1967 summer program was a fiasco. He feels that the present program is fragmented. The youth are not being informed of the plans made by the Mayor's office, the Economic Opportunity Council, and the Chamber of Commerce. He stated that the decrease in local area staffs and the increase in central office staffs dealing with these programs is a factor in weakening efforts in this field. Mr. Brooks formerly was Director of the Bayview Community Center. It was dealing with 6,000 persons when it was closed. The Center is now operating in some five neighborhood locations in the area of tutorial programs, etc. He stated that the youth want to establish a coffeehouse where they can meet with the funds from the Martin J. Whitted Memorial Fund. Mr. Brooks said that money provided for this area should go to set up year-round projects.

Director Becker suggested that the problems raised by Mr. Brooks be referred to the Neighborhood Committee.

It was so order by Chairman Lauter.

Martin Whitted Fund (Pastor Ross Hidy)

The fund now stands at $8,533.86. The young people in Hunters Point had four suggestions for areas in which the money could be used:

1) College scholarships
2) African import shop
3) Coffeeshop - a center for the young people
4) Paid staff or establishment of a Youth Council.

The youth group will meet again with the Human Rights Commission's committee and come back with a more specific proposal.

Chairman Lauter asked that the Neighborhood Committee prepare a statement on the needs at Hunters Point to forward to the Mayor.

HOUSING AND URBAN DEVELOPMENT (Pastor Ross Hidy)

Relocation

The Human Rights Commission's attention was called to a copy of the Board of Supervisors' resolution on the use of local property tax revenues for relocating persons displaced by urban redevelopment and renewal projects. (A copy of this resolution is attached). Commissioner Honig pointed out the strong role Pastor Hidy has played in appearing before the Board and urging its passage.

Newspaper Classified Housing Ads

A letter was sent by the Human Rights Commission's Housing and Urban Development Committee to both Charles L. Gould, Editor of the San Francisco Examiner, and to Scott Newhall, Editor of the San Francisco Chronicle. It suggested that in light of the committment of the community, and the national Civil Rights Bill, that the newspapers insert above their classified real estate sections a box statement to the effect that the property thus advertised was open to all on the same basis and further that the papers inform prospective residential advertisers of the paper's policy of open housing, require advertisers to sign a non-discrimination statement, and remove or reject ads of advertisers found to be discriminatory.

To date, Mr. Gould of the Examiner has replied. Pastor Hidy asked that the Human Rights Commission authorize the sending of another letter to the Chronicle asking for an answer.

It was m/s/c this be done.

Bay Area Housing Conference - May 18, 1968

Announcement was made of this conference at Mission High School, sponsored by the National Committee Against Discrimination in Housing and the President's Committee on Equal Opportunity in Housing. This is a working conference of panels and workshops to include public officials, business and industry, and people from the communities. Invitations will be sent to all Human Rights Commission members.

YOUTH AND EDUCATION (Mr. Eric Dohrmann)

Meeting with Superintendent Jenkins

This meeting is set for next week to go over specific items as well as the general items in the Committee statement presented to the Human Rights Commission last month.

Mr. Dohrmann read excerpts from the letter sent by Dr. Robert E. Jenkins, Superintendent of Schools, on April 26th thanking the Human Rights Commission for its strong support of the Superintendent's recommendation that 900 classroom teachers be added to reduce class size, to individualize instruction, and to provide planning periods for teachers. Dr. Jenkins described the formation and charge of the Task Force and the Citizens' Advisory Committee on Educational Equality/Quality. He expressed interest in meeting to exchange ideas and provide a progress report. The letter inviting citizens to serve on the Citizens' Advisory Committee, the list of committee members, and a copy of the minutes of the first meeting of the Task Force were enclosed.

Mr. Dohrmann read an announcement of a meeting on May 15 to examine ways of achieving educational quality/equality to be held at 9:30 A.M. and 7:30 P.M. in the Board of Education Building, Room 30.

LEGISLATIVE COMMITTEE (Mr. Earl Raab)

SB 303

This concerns an amended bill similar to the one the Human Rights Commission

previously endorsed, but with the recommendation that the establishment of neighborhood councils be made stronger. The amended bill conforms to the Human Rights Commission's recommendation.

It was m/s/c to support the bill as it is amended and withdraw its qualified support of the previous bill.

SB 702

This concerns Project Fair Share providing that, "in addition to other allowances, the Superintendent of Public Instruction in the State shall further allow each unified district $100.00 as an urban education allowance during the fiscal year and an additional allowance in the same amount each succeeding year until the urban allowance totals $400.00." This is for concentration with educationally deprived youth in urban areas.

It was m/s/c that the Human Rights Commission support this bill.

CALENDAR MATTERS

Director Becker reminded the Human Rights Commission of the KQED session from 10:00 A.M. to 4:00 P.M. on Saturday, May 11, in thirty schools throughout the City. This program was organized by Mrs. Ruth Kadish.

NEW MATTERS

Mrs. Gail Roberts described the possibility that three TB Clinics now operated by the City in Chinatown, Westlake and Skid Row in the area of the St. Anthony's Dining Room, may be closed because of a cutoff of Federal funds. The Department of Public Health has asked for $98,000 in its budget to keep them open. The Board of Supervisors' Finance Committee has recommended the deletion of this item.

It was m/s/c that the Human Rights Commission by letter urge the Board of Supervisors to restore this budget item.

Commissioner Raab suggested that the Human Rights Commission attempt to communicate with the newspapers that it desires a discussion to discuss their problems regarding the advertising of real estate.

REMARKS FROM AUDIENCE

Mrs. Lenore Fifer of the League of Women Voters stated that she had found the meeting very interesting, in her role as observer for the League.

Adjournment.

Respectfully submitted,

William Becker
Director

WB:gs
Attachments

SAN FRANCISCO CONFERENCE
ON RELIGION AND RACE
503 Market St., Room 506
San Francisco, Calif., 94105

For the Individual

PLEDGES FOR ACTION

I will be an active citizen

(Please check)

1. I will regularly tell my representatives in government what I think about current urban issues when they arise. _____

   1a. To help me keep up with these issues as they arise, I would like to receive the "Current Action Issues" bulletin published periodically by the San Francisco Conference on Religion, Race and Social Concerns. _____

2. Whenever possible, I will attend a meeting of a public body if a critical discussion of an urban issue is scheduled. _____

I will be an active volunteer

3. I would like to some how volunteer some time and energy. _____
4. I would like to volunteer as a tutor for children. _____
5. I would like to volunteer to do recreational work with children. _____
6. I would like to volunteer to do other work with children. _____
7. I would like to volunteer as a tutor for adults. _____
8. I would like to volunteer to do clerical and office work for urban-problem projects. _____

I will be an active witness

9. I will be responsible for finding or creating a full-time or part-time job for someone through the community's One-to-One Project. _____
10. I will see that any job vacancy I control is not only filled on an "open" merit basis, but that it is made known to the minority work force through the sources listed by the Human Rights Commission. _____
11. I will sell or rent any property I control on an open basis, without regard for race, religion or national origin. _____
12. I will actively press to have the congregation and the organizations to which I belong - hold a "Pledge for Action" meeting, and to solicit personal "Pledges for Action" from their total membership. _____

_____
Name

_____
Address

_____
Telephone

5/68

FILE NO. 293-68 RESOLUTION NO._____

C
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P
Y

MEMORANDUM

From the Office of the
HUMAN RIGHTS COMMISSION

1254 Market Street - #305
San Francisco 94102
558 - 4901

To: Commissioner Cornelius Wall

Date: May 9, 1968

Thru: Bill Dacus

From: H. Bossano

SUBJECT: United Air Lines Minority Employment Program

In the first quarter of 1968, United Air Lines has hired 106 minority persons in the following job categories:

A & P MECHANIC	1
ACCOUNTANT	1
AIRPLANE CLEANER	8
APPRENTICE MECHANIC	4
BUYER B	5
DINING SERVICE HELPER	5
DINING SERVICE SUPERVISOR TRAINEE	1
EMPLOYMENT REPRESENTATIVE	2
GENERAL CLERK	2
JANITOR	10
KEYPUNCH OPERATOR	2
KITCHEN HELPER	9
LINE MAINTENANCE CLERK	1
PARTS CLEANER	1
R & E MECHANIC	2
RAMP SERVICEMAN	14
RESERVATIONS AGENT	3
SECRETARY	1
SHOP MECHANIC	16
STATION AGENT	1
STOREKEEPER	21
TYPIST	2
UTILITY	1

The Human Rights Commission Strongly urges the airline industry to participate in finding an answer to the minority employment problem at the San Francisco International Airport.

With the exception of United, TWA, and Western, in the order mentioned, the other carriers serving our city's airport have not responded in a meaningful way to the Public Utilities Commission and the Human Rights Commission joint efforts to establish an affirmative action program to implement the minorites representation in their work forces. These companies should be admonished for their lack of cooperation, their unwillingness to get in step with the tempo of the times and emulate the measures taken by other more progressive employers.

bh

Copied by Human Rights Commission of San Francisco
1254 Market Street - Room 305

da

FILE NO. 293-68 RESOLUTION NO._____

MODEL CITIES

The Human Rights Commission supports the application for Model Cities planning funds for San Francisco. We urge the Board of Supervisors to approve the application which is before it.

WE CALL attention to the fact that many neighborhoods in the city are in need of federal program assistance such as Model Cities represents, and should all be organized to make possible an application for the appropriate funds in the near future.

WE URGE prompt consideration of the pressing needs of the Mission area tonight. The compelling needs of many diverse groups require far greater federal assistance than has been granted to date.

WE URGE that the combination of the Mission and Hunters Point applications be presented to the federal agencies in such a way as will enhance cooperation between these two communities rather than competition.

Adopted by Human Rights Commission 5/9/68

Human Rights Commission
1254 Market Street - #305
San Francisco 94102
KL 8-4901

bh/rm

Copied by Human Rights Commission of San Francisco
1254 Market Street - Room 305

da

FILE NO. 293-68 RESOLUTION NO._____

DECLARING POLICY CONCERNING APPROPRIATION OF CERTAIN LOCAL PROPERTY TAX REVENUES FOR USE IN RELOCATING PERSONS DISPLACED BY URBAN REDEVELOPMENT AND RENEWAL PROJECTS.

RESOLVED, That it is hereby declared to be the policy of this Board of Supervisors that, with respect to presently approved urban redevelopment or urban renewal project areas, excepting the Embarcadero-Lower Market Approved Redevelopment Project Area E-1, which have been or shall be defined within the City and County of San Francisco, a portion of an amount equivalent to the increment in local property tax revenues derived therefrom, as defined in Article XIII, Section 19, of the Constitution of the State of California, shall be appropriated annually by the Board of Supervisors for use in providing community and social services and low and moderate cost housing assistance, including rent assistance, for relocation of persons displaced from other accommodations by redevelopment or urban renewal, subject to the following conditions:

(1) The local tax revenues to be made available for the purpose hereinabove specified shall not constitute the sole source of funds for such purpose in the event that funds from other governmental entitles or other sources are available, and in the latter event the local tax revenues shall be utilized as supplementation of other funds and then only when the other funds are insufficient for achievement of adequate relocation.

(2) The amount of tax revenue used for the above purposes shall not exceed the equivalent amount devoted to the Embarcadero-Lower Market Street Approved Redevelopment Project Area E-1, as defined in Board of Supervisors File 73-68-2 for the financing of the construction of the Davis Street Regional Rapid Transit Station.

(3) All appropriations of City and County tax revenues shall be initiated by the Mayor's Office and shall be effected in full compliance with applicable State law and the budgetary and fiscal provisions of the Charter, and shall be subject to guidelines proposed by the Mayor and adopted by the Board of Supervisors.

Copied by Human Rights Commission of San Francisco
1254 Market Street - Room 305

da

AMENDED IN SENATE APRIL 30, 1968

SENATE BILL No. 303

Introduced by Senator Moscone

February 14, 1968

REFERRED TO COMMITTEE ON LOCAL GOVERNMENT

An act to amend Sections 33402, 33412, 33432, and 33440 of, and to add Article 6.5 (commencing with 33385) to Chapter 4 of Part 1 of Division 24 of, and to add Sections 33411.1, 33411.2, 33411.3, and 33411.4 to, the Health and Safety Code, relating to community redevelopment.

LEGISLATIVE COUNSEL'S DIGEST

SB 303, as amended, Moscone (L.Gov.). Community redevelopment.

Amends and adds various secs., H. & S.C.

~~Creates~~ Requires mayor or board of supervisors to call upon residents and community organizations in redevelopment area to form a representative neighborhood ~~advisory~~ council, prescribes its functions and duties ~~relating~~; ~~and~~, requires community redevelopment agency to consult with such council on redevelopment projects in that area, and requires redevelopment agency to allocate funds to such council.

Defines "low and moderate income housing units" and "low and moderate income persons."

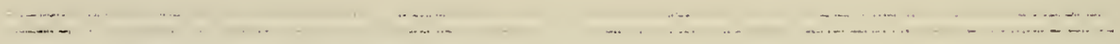
Requires redevelopment plan to insure no reduction in low and moderate income housing units unless prescribed vacancy ratio mitigating hardships of certain persons exists.

Requires agency upon determination that reduction or insufficient low and moderate income housing units would be available during redevelopment to construct sufficient number of suitable units before demolition, improvement, preparation, or clearance begins.

Requires new housing in redeveloped area to be made available for rent or purchase by low and moderate income families, with those displaced to be given a priority.

Requires ~~completion~~ new housing to be available in the cleared part of a residential redevelopment project before ~~another project can be started by the agency~~ any further removal of residents from the area.

Vote-Majority; Appropriation-No; Fiscal Committee-No.



The people of the State of California do enact as follows:

SECTION 1. Article 6.5 (commencing with Section 33385) is added to Chapter 4 of Part 1 of Division 24 of the Health and Safety Code, to read:

Article 6.5. Neighborhood ~~Advisory~~ Council

33385. The mayor of a city or the board of supervisors of ~~a county in consultation with existing community organizations in any redevelopment project area shall appoint a neighborhood advisory council of citizens representative of, and living in, the area from which persons are to be displaced because of a redevelopment project.~~ a county shall call upon the residents and existing community organizations in a redevelopment area to form a representative neighborhood council

33386. The redevelopment agency shall ~~periodically~~ consult with, and obtain the advice of, the neighborhood ~~advisory~~ council concerning all aspects of the project and redevelopment plan throughout the period of preparation of such plan for that area and throughout the period of the plan's execution.

33387. A record of all the meetings of the ~~advisory~~ redevelopment agency with the neighborhood council, together with a record of all information presented to or by the council for the purpose of carrying out the provisions of this article shall be maintained by the redevelopment agency. Such record shall be open to public inspection and a summary of such record shall be included in any report issued by the agency on plans for the project area.

33388. Funds for the independent functioning of the neighborhood council during the life of the redevelopment project shall be allocated to the council by the redevelopment agency. Such allocation shall include funds for a neighborhood council office, equipment and supplies, and for adequate staff.

SEC. 2. Section 33402 of the Health and Safety Code is amended to read:

33402. Except as provided in Article 9 (commencing with Section 33410), this part does not authorize an agency to own or operate rental property acquired and rehabilitated in prospect of resale beyond a reasonable period necessary to effect such resale, except as agreed to by the neighborhood council and the legislative body.

SEC. 3. Section 33411.1 is added to the Health and Safety Code, to read:

33411.1. Such method or plan of the agency for the relocation of families or single persons to be displaced by a project shall insure that the total number of suitable low- and moderate-income housing units within the jurisdictional boundaries of the agency shall not be reduced as a result of any project, unless the vacancy ratio between suitable low- and moderate-income housing units and the persons to be dis-

placed is sufficiently large to mitigate the hardships of such displaced persons and other persons seeking low and moderate housing accommodations within the jurisdictions of the agency.

SEC. 4. Section 33411.2 is added to the Health and Safety Code, to read:

33411.2. If the ~~agency~~ legislative body determines that the number of suitable low- and moderate-income housing units within the jurisdiction of the agency are going to be reduced or that there is not a sufficient number of such units to mitigate the hardships of displaced persons or other persons seeking low- and moderate-income housing units, the ~~agency~~ legislative body shall, before any demolition, clearance, project improvement, or site preparation begins, construct a sufficient number of new low- and moderate-~~income units within the jurisdictional boundaries of the agency~~, income units, which shall be available and ready for occupancy, by displaced persons.

Such newly constructed low-and moderate-income housing units shall be suitable to the needs of such displaced persons.

For the purposes of this article, "low and moderate housing units" are decent, safe, sanitary, and otherwise standard dwellings.

SEC. 5. Section 33411.3 is added to the Health and Safety Code, to read:

33411.3. Whenever the redevelopment project is for residential purposes, the agency shall make the new housing in the redeveloped project area available for rent or purchase by low- and moderate-income families. Low- and moderate-income families displaced by the redevelopment project shall be given priority in renting or buying housing in such area.

As used in this article, "low- and moderate-income families and persons" means those persons who lack the amount of income necessary to obtain low- and moderate-income housing without ~~redevelopment~~ financial assistance.

SEC. 6. Section 33411.4 is added to the Health and Safety Code, to read:

~~33411.4. After a redevelopment project area has been cleared, the agency shall complete construction and make available for occupancy by rent or purchase the low- and moderate-income housing in such area before any further displacement of residents in another project area shall begin.~~

33411.4. Where the intended reuse of a redevelopment area is for residential purposes, the legislative body shall assure that land shall be made available for new housing for rental or purchase by low and moderate income families that is suitable to the needs of the families and individual subject to displacement by urban renewal, and that redevelopment shall proceed in such a manner as to assure that after a part of the area has been cleared, that such housing shall be provided on the area that has been cleared, and shall be ready for occupancy before any further removal or residents from the area.

Residents of the area faced with relocation may relocate elsewhere or on a priority basis in the new housing provided under this section.

SEC. 7. Section 33412 of the Health and Safety Code is amended to read:

33412. Permanent housing facilities shall be made available within three years from the time occupants are displaced and that pending the development of such facilities there will be available to such displaced occupants adequate temporary housing facilities in accordance with the provisions of this article, at rents comparable to those in the community at the time of their displacement.

SEC. 8. Section 33432 of the Health and Safety Code is amended to read:

33432. Except as provided in Article 9 (commencing with Section 33410) of this part, an agency shall lease or sell all real property acquired by it in any project area, except property conveyed by it to the community or any other public body, and except as agreed to by the neighborhood council and the legislative body. Any such lease or sale shall be conditioned on the redevelopment and use of the property in conformity with the redevelopment plan.

SEC. 9. Section 33440 of the Health and Safety Code is amended to read:

33440. Except as provided in Article 9 (commencing with Section 33410), this part does not authorize an agency to construct any of the buildings for residential, commercial, industrial, or other use contemplated by the redevelopment plan, except that, in addition to its powers under Section 33445, an agency may construct foundations, platforms, and other like structural forms necessary for the provision or utilization of air rights sites for buildings to be used for residential, commercial, industrial, or other uses contemplated by the redevelopment plan.

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Copied by Human Rights Commission
1254 Market Street - Suite 305
San Francisco, California 94102

rm /5/68

NEXT MEETING:	June 27, 1968
	Main Library, Commission Room
	Third Floor
	9:30 A.M.

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

Minutes of Meeting of June 13, 1968

ROLL CALL

Commissioners:

Present: Robert S. Lauter (Presiding), Curtis McClain, Barney Apfel, John Y. Chin, Sister Mary Bernadette, Mrs. Ardath Nichols, Pastor Ross Hidy, Rabbi Alvin I. Fine, Earl Raab, Cornelius Wall, Reverend George Bedford

Excused: Victor Honig, Eric B. Dohrmann, Edgar Osgood, Abel Gonzalez

Staff:

Present: William Becker, Jack Casford, William Dacus, Frank Anderson, Mrs. Gail Roberts, Reverend Joseph Meza, Edith Witt, Ernest J. Y. Wu, Herman Bossano

Pledge of Allegiance

Minutes of May 23, 1968 approved.

COMMUNICATIONS

- From the Board of Supervisors, a letter (copy sent to all department heads) emphasizing that the Board expects all departments to live within their respective budgets as approved by the Board and stating that it will continue to be the policy of the Board to reject any request for supplemental appropriations unless an unforeseeable emergency arises.

- From John Francis Foran, Assemblyman of the 23rd District, stating that as of June 10 no legislation had been introduced referring to Section 1511 of the Welfare and Institutional Code.

- From Marc W. Johnson, Area Manpower Administrator, California State Employment Service, thanking Mr. William Dacus for participating in the Human Resources Development training program.

- To Mayor Alioto, from Mr. Becker, a letter noting the HRC action taken to urge defeat of Senate Bill 1183, introduced by Senator Burgener, which would cripple rent subsidy programs by restricting their use to buildings three or more years old. The letter enclosed a copy of the proposed bill.

- To Mr. Becker, from William M. Reedy, Chairman, Joint Apprenticeship Committee for the Electrical Industry Inside Wiremen, a letter thanking Messrs William Dacus, Frank Anderson, and Herman Bossano, HRC staff members, for their participation as observers during oral interviews given 130 applicants, and thanking Mr. Becker personally for his past cooperation in the apprentice applicant program.

- To Mr. Clint Reilly, St. Patrick's Seminary, Menlo Park, from Edith Witt, HRC Housing Representative, a letter noting an error in the Fact Sheet issued with the recent San Francisco Report. The Fact Sheet contained a statement concerning apartments denied to Negroes, and attributing the figures therein as coming from a HRC survey. Miss Witt pointed out that there is no HRC survey showing the results mentioned and asking that this be deleted or corrected.

Chairman Lauter recognized Commissioner Fine, who read in its entirety the attached Appeal for the Control of Private Ownership of Firearms.

- It was m/s/c by standing acclamation to adopt by resolution Rabbi Fine's call for citizens to respond to Mayor Alioto's appeal for a voluntary turn-in of privately-held firearms, and for the Commission to urge widespread public support for Supervisor Mendelsohn's proposed ordinance to require closer controls over sales and registration of private firearms. Rabbi Fine made his statement in behalf of himself and his colleagues, Sister Mary Bernadette, Pastor Ross Hidy, and Reverend George Bedford.

  Chairman Lauter also appointed a special committee, headed by Commissioner Fine, and including Commissioners Hidy and McClain, to implement the HRC's action to muster public support on this issue.

- It was m/s/c (on motion of Commissioner Raab) that the committee also communicate the HRC position on gun control legislation to the Senate and the House of Representatives.

COMMITTEE REPORTS

EMPLOYMENT (Mr. Cornelius Wall)

Private Sector

- Cement Truck Drivers Association program

  A proposal to bring minority workers into the Association was recently made by the union and management. The program is designed to train twelve men to become skilled cement truck drivers. The Construction Teamsters and the Northern California Ready-Mix Association will cooperate to provide 80 hours of instruction. After completion of this course, the trainees will be referred to the Northern California Ready-Mix members' firms for employment. The prevailing wage is $4.97 per hour. No experience or education was required to apply for these openings. In a few days the HRC was able to recruit 24 minority persons. Fourteen were interviewed, and twelve were selected to take the physical examination. On June 13 there was an orientation meeting at the HRC for those who passed the physical, and training will start shortly.

NEIGHBORHOOD COMMITTEE (Mr. Curtis McClain)

Summer Program

- Recreation and Parks: George T. Choppelas, Recreation and Park Commissioner

  Mr. Choppelas described in detail the extensive summer program activities scheduled for the City and County of San Francisco by the Recreation and Park Department. He referred from time to time to a large map designating the 72 recreation sites in the City and to calendars and brochures. The latter were provided in packets to the Commissioners for more detailed study. Mr. Edward McDeavitt, Superintendent of Recreation, assisted Mr. Choppelas in his presentation.

  Forty-two of the Park Department's recreation centers will be open this summer until 10:00 P.M.

  Mr. Choppelas spoke of progress on the construction of the swimming pool at Hunters Point, with hopes that it will be in full operation by July 4. He outlined the projected operation of such programs as mini-park construction, puppet shows, Huck Finn (fishing) Day at Lake Merced, Senior Citizens' activities, and a Chalk-In. He expressed his hopes that the HRC could assist in disseminating information about the summer recreation program throughout the City.

  Commissioner Raab inquired about the participation and involvement of young people in decisions about what kinds of programs are needed. Mr. Choppelas and Mr. McDeavitt agreed that it is the concern of the Department that all groups in individual neighborhoods have a part in the designation of what activities they need and want.

In response to a question from Chairman Lauter about whether the creation of a permanent Youth Council would facilitate the programming of summer recreation activities, Mr. McDeavitt replied that they would be in favor of such a Council.

There was discussion of the means by which recreation directors and schools disseminate information about recreation programs. Commissioner Apfel questioned whether the Department feels it has adequate resources to permit the greatest possible distribution of this information.

* * * * * * * * *

Jack Casford introduced a delegation from the Republic of Mali, visiting the United States under a cultural-educational exchange grant from the State Department to study American life. These guests were the Honorable Yacouba Maiga, Mr. Sory Ibrehim Wane, and Mr. Amadou Diakite, accompanied by their interpreter, Mr. Jacques Cook. They are members of the government of Mali, a new nation in what was formerly French West Africa.

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(Continuation of the Summer Program presentation)

- Library: Miss Effie Lee Morris, Coordinator, Children's Service

Miss Morris, using in part a display of pamphlets and posters, described the summer reading program being conducted for the sixth year in all 26 branches of the San Francisco Public Library. The program is available in the target areas of the city; it has been announced in both public and parochial elementary schoolrooms. Enrollees are boys and girls aged 8 through 13, who will participate from June 18 to August 30. In 1967 there were 3,700 enrollees; 1,458 completed the program. Miss Morris invited the members of the HRC to visit the Human Rights demonstration book exhibit in the Children's Room of the Library, concerned with the six major ethnic minorities of San Francisco--Negro, Chinese, Japanese, Spanish-speaking, American Indian, and Jewish. In every branch library there is a Human Rights Kit containing bibliographies and lists of pertinent books.

Commissioner McClain suggested that Miss Morris be invited to appear before the Neighborhood Committee in the near future to discuss how the HRC can be helpful to this program.

- School District summer recreation activities: George R. Canrinus, Coordinator, Health, Physical Education, Athletics and Recreation

Mr. Canrinus pointed out that the program entitled "Summer Fun" is distributed to all children in the school yards for them to take home to parents. The School District supplements the City's efforts to establish summer recreation programs by opening up school yards in areas where there are no parks or which are too far from parks for children to walk. During the summer the District will operate 52 school sites for day programs. It will operate 14 gymnasiums for teenagers' competitive sports. Fourteen of these schoolyard playgrounds are in target areas. The District is employing 154 boys and girls under a Neighborhood Youth Corps program. They will attend summer school two hours per week and work 26 hours per week in the program, receiving $1.35 per hour. In addition, there will be 21 assistant directors hired with funds granted from Federal funds under ESEA, Title I.

Chairman Lauter commented that it was evident from this series of reports that the City was making every effort to develop a program to serve all the youth, and he expressed the hope that this would continue in future years.

EMPLOYMENT (Mr. Wall)

Private Sector

- Martin Luther King Living Memorial: Printing apprenticeships for the disadvantaged - Russell A. Wagle, President, San Francisco Typographical Union #21

Mr. Wagle reviewed the past record of his union in recruiting members

without regard to age, sex, race, creed, or color. However, according to Mr. Wagle, until five or six years ago, the operation of the apprenticeship program by both employers and the union was such that discrimination did exist. Employers then had the option of hiring or not hiring those who passed the exam. Mr. Wagle stated that the union also was not "pressing" enough in the area of hiring minority workers a few years ago.

The union has since established a more objective way of examining workers and referring them to employers, and it has eliminated the hiring practices based on personal friendships and relationships. Employers by their contract can no longer hire someone already in their shop in preference to those referred as a result of union examinations.

The Martin Luther King program to recruit, examine, and refer minority workers was the suggestion of a shop steward member of the union. It will double the number of apprentices by adding 39 minority youths. It was received favorably by the general membership and money was donated to hire a coordinator to get the program under way.

The union has been able to obtain a limited number of openings for the apprenticeship trainees. The union program includes tutoring before exams, with follow-up on the job for those who pass and are referred to shop positions. There are at present openings for only three apprentices, and none have yet been placed.

Applicants may call at the union between 9:00 and 4:00 P.M., Monday through Friday, and receive information on the program from Mrs. Murphy. Mr. Wagle stated that there is a need for a coordinator to interview employers and enlist their cooperation in making apprenticeship openings available.

Public Sector (Mr. Barney Apfel)

- Presentation by Mr. Norman C. Ecklund, Director of Recruitment and Examinations for the San Francisco Civil Service Commission, concerning:

  (1) San Francisco Police Cadet Program

  (2) New Civil Service procedures for dealing with limited tenure appointments

Mr. Ecklund prefaced his remarks by stating that he had intended to deal only with the second of the above items, the first being still too new for many details to be available. He also commended an attorney with the Neighborhood Legal Assistance Foundation, Howard J. Denike, for his suggestions regarding appeals about eligibility, which are being incorporated into the CSC procedures. Mr. Ecklund also announced that this summer the CSC is conducting the high school equivalency testing program normally given during the school year by the School District. The CSC is also devising its own test.

He announced also that the Registrar's Office of the University of San Francisco is acting as the local center for coordinating a program to evaluate college equivalency credentials of job applicants.

Item (2): Limited Tenure Appointments

This type of appointment was created after World War II, when not enough qualified employees were obtainable through the CSC. In 1962 the administration of these exams was decentralized to the individual departments. At the request of Mayor Alioto, this process has been re-centralized with the CSC.

About two weeks ago, five departments assigned one person each to the CSC staff, and the CSC has re-assigned permanent members of its staff to the committee administering the program. As of June 10 there were 1,098 applicants under 160 title classifications. These titles were selected on the basis of present or continuing needs.

The qualifications in the past were quite flexible, and persons could be appointed for terms of three or six months, during which time they might qualify for competitive exams. Limited tenure appointees had no permanent status. Many of the Municipal Railway employees today reached their jobs this way. At the present time there are 110 on limited tenure. In the past there have been as many as 500 in this category.

The ethnic breakdown of the first 800 limited tenure applications filed recently is as follows: 217 are Negro; 40, Latin-American; 51, Oriental; 481, Caucasian; and 12, from other ethnic groups. The State FEPC granted special authorization to make this breakdown on a sight basis.

They have the staff to continue this program at the present level only through August. There are many more applicants than there are vacancies. Special efforts are being made to reach the hardcore unemployed. Over the year, 2,200 to 2,300 appointments of this kind are to be expected. The turnover is very high, yet not as high as the 20% turnover now applicable to the regular city employee rolls. The program is operating very well at present. There has been tremendous response, with some applicants waiting as long as three hours for an interview. This permits a buildup of lists of qualified people, which will permit better service in the future to city departments needing skilled employees.

Director Becker commented that the CSC has been recording applicants for more than one job, and its staff has been involved in counseling them, in contrast to the usual procedure of interviewing only for specific positions. He asked that the HRC commend Miss Mignon Collins of the CSC staff at City Hall for her work on this program. Mr. Becker also stated that the HRC had disseminated word of this program to various minority communities by letter, as the early influx of applicants consisted largely of those referred by city departments.

- San Francisco Police Cadet Program

Chairman Lauter suggested that this item be postponed to another HRC meeting, since Mr. Ecklund had indicated that it was premature to discuss it now. He did report that the first 88 applicants will be given physical examinations on June 13. They are still receiving applications. The minimum height has been dropped to 5'8". Director Becker called attention to the portion of the CSC announcement which uses the phrase "Are presently enrolled or accepted for admission in an accredited university, college, or junior college" as part of the minimum requirements. He noted that this is a change from the wording in the announcements distributed by the HRC to minority communities (36 churches in Negro, Spanish-speaking, Chinese, and Japanese areas) which said "Are planning to enroll or accepted for admission...." Mr. Ecklund stated that the HRC used the correct wording, and that other modifications would probably be made if the need arose.

Mr. Ecklund, speaking as a private citizen, offered for the HRC's study a series of photographs of public housing developments in Sweden.

NEIGHBORHOOD COMMITTEE

- Citizens for Youth in Chinatown - John Y. Chin

Mr. Chin reported on the meeting of the Chinatown group with Mayor Alioto in his office on June 11, at which they received the Mayor's formal endorsement. The membership of the group consists of sixty citizens, representing a cross-section of the Chinese community. Their immediate activities are centered on a membership drive, fund-raising, and surveys of recreational and public school facilities in Chinatown. Their rapport with the youths is good, through the efforts of Mr. Becker and Mr. Ernest Wu of the HRC. The Hwa Ching have obtained an eight-and-one-half month lease on a building between Clay and Washington Streets on Montgomery. They will have this space for $1.00 per year. They are now rehabilitating this location for a clubroom, but they need help with plumbing and electrical repairs. It is hoped that the membership drive will extend throughout the City.

- Westside Community Mental Health - Curtis McClain

Mr. McClain reported that Dr. William Goldman had met with the Neighborhood Committee, seeking its endorsement of this center. This was a follow-up to his presentation to the HRC May 23.

- It was m/s/c that the HRC support the Westside Community Mental Health Center, Inc., provided that it does not result in the reduction of mental health services to the rest of the city and that the by-laws provide for fifty percent neighborhood group representation on the board of directors.

The resolution will go to Dr. Goldman and the committee of the Center.

At the recommendation of Commissioner Earl Raab,

- It was m/s/c that the HRC endorse passage of S.B. 394, introduced by Senator Nicholas Petris (Dem., Oakland) which provides for tenant representation on housing authorities and for certain basic protections and rights for tenants.

Attached are two reports from the Housing and Urban Development which were to have been presented by Pastor Hidy. They concern Classified Housing Newspaper Ads and a Report on a Property Tax Conference held on June 8.

The Youth and Education Committee report was postponed to the next HRC meeting.

NEW MATTERS

Though not presented verbally at the meeting, the HRC is urged to note and attend an exhibit of American Negro history, sponsored by the Pacifica Gallery of the Pacifica Foundation nationally, and locally by the Sue Bailey Thurman Museum of Cultural Exchange. This exhibit, built around a large carved wooden mural depicting American Negro history, is the work of artist Robert Witt Ames. It was displayed June 6 through 11 in the Rotunda of City Hall, with opening ceremonies arranged by the HRC staff and attended by Mayor Alioto. Vice-Chairman McClain served as master of ceremonies for this event. The exhibit will remain at the First Unitarian Church in San Francisco through mid-July, and then will move to the San Francisco Historical and Cultural Society at 1447 Fillmore Street. In mid-August it will move to one of the synagogues in the city and at the end of the summer will be on display at a Roman Catholic church not yet designated.

Adjournment.

Respectfully submitted,

William Becker
Director

WB:ns
Attachments

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1254 Market Street
Suite 305
San Francisco, California 94102
Telephone 558-4901

June 24, 1968

Dear Friends:

Attached is a copy of the Appeal for the Control of Private Ownership of Firearms addressed by Rabbi Alvin Fine to the Commission at its regular meeting on June 13, 1968.

As you know, the San Francisco Board of Supervisors voted 7 to 3 at its June 17 meeting to put a strong gun control law on the books for the City and County. Similar legislation is being proposed in Sacramento, and there are hopes that there is at long last responsible support in strength for such legislation on the national level.

STRONG CITIZEN SUPPORT IS ESSENTIAL AT THIS POINT, THROUGH LETTERS AND TELEGRAMS. We urge that you personally communicate, <u>today</u>, to your State Senator and State Assemblyman and to your Congressman and the United States Senators, your support for effective gun control legislation on the State and national level.

It's the <u>least</u> we can do, and it can be the <u>most</u> effective means of getting this crucial legislation passed at long last.

Sincerely,

William Becker

William Becker
Director

WB:pd

STATEMENT FROM THE HUMAN RIGHTS COMMISSION

OF SAN FRANCISCO June 13, 1968

AN APPEAL FOR THE CONTROL OF PRIVATE OWNERSHIP OF FIREARMS

Presented by Rabbi Alvin Fine,
a member of the Human Rights Commission

My colleagues, Sister Mary Bernadette, Rev. George Bedford and Pastor Ross Hidy join me in this urgent appeal that the Human Rights Commission take the strongest possible action in supporting measures to establish more effective control of the private ownership of all firearms in the City and County of San Francisco. The horror and grief of the assassination of Senator Robert F. Kennedy - following so soon the tragic murder of Dr. Martin Luther King, Jr. and earlier of President John F. Kennedy - make it imperative this be done without further delay. As a matter of fact, the time to do it is long, long overdue. In viewing the series of tragic and shocking assinations and the potentially explosive conditions that exist today, sanity and public safety demand strong and immediate controls.

We regulate many activities and control many conditions in our society for the protection of life and property. We regulate traffic. We control the manufacture, sale and possession of alcohol and drugs - even tobacco. Is it not infinitely more imperative that we exercise every possible control of the sale and possession of deadly weapons?

Let us give full support ot Mayor Alioto's call for new measures and his appeal that all people who have no legitimate need for firearms turn them in voluntary to the Police or Fire stations throughout the City. By this one simple, selfless act individual citizens can demonstrate dramatically their personal concern for the safety and life of their neighbors and fellowmen.

Also, with the full force of our fervent dedication to the sanctity of human life and human dignity, let us support and urge widespread public support of

Supervisor Robert Mendelsohn's proposed ordinance to require more effective regulation of sale and registration of all types of firearms.

Let this action come not only in light of the horrible tragedy of the murder of Senator Kennedy, but also as a manifestation of San Francisco's commitment to repudiate all forms of violence and its dedication to the preservation of human life--and the peaceful, rational solution of human problems.

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Adopted HRC 6/13/68
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HUMAN RIGHTS COMMISSION
1254 Market Street, Suite 305
San Francisco, California 94102

June 13, 1968

Housing and Urban Development Committee

Report of Property Tax Conference June 8 at St. Mark's Urban Center

This conference was sponsored by the Henry George School of Social Science in cooperation with American Institute of Architects, American Institute of Planners, Associated Home Builders of the Greater East Bay, Associated Regional Citizens, Citizens Planning Committee, People for Open Space, San Francisco Committee to Reform Assessments of Private Property, Statewide Homeowners Assn, and Urban Studies Department of San Francisco State College.

Chairman of the Conference was Robert Scrofani, Chairman of the San Francisco Committee to Reform Assessments of Private Property. Among the speakers were: Acting Mayor Jack Morrison, Perry Prentice, Vice President of Time, Inc., Dr. Karl Falk, Professor of Economics at Fresno State College, Dr. Mason Gaffney, Professor of Economics at University of Wisconsin, Dr. Arthur Gallion, College of Architecture, University of Southern California, Francis Barnes, Vice President of Crown Zellerbach Corp., Edward Eichler, Builder, etc.

Technical advisory panel of assessors: Joseph Tinney, San Francisco; Dr. Irene Hickman, Sacramento; Bert Broemmel, Marin; Mr. Wanaka, Contra Costa County.

Consensus of the conference was that property tax reform is urgently needed in California as elsewhere. Present tax policies are shaping our metropolitan areas more than the planners are. Property improvements are penalized by heavy taxation, while unimproved property, the value of which is created by the whole community, is lightly taxed.

Mr. Prentice, the main speaker, showed how present tax policies subsidize land speculation and the inflation of land prices, with land prices increasing 15% a year compounded, four or five times as fast as everything else. The subsidy by the community of private land is probably the biggest subsidy of all. For example, the taxpayers will pay almost a billion dollars for BART, while the private owners of land around the BART stations will reap the increased value of their land. A recent study in the New York area found that it cost the taxpayers an average of more than $16,000 in capital costs for new schools, transportation, water, sewage, pollution control, police, fire, parks, etc. for each $8,000 lot a private owner sold for a new house.

Mr. Prentice also pointed out that here in San Francisco the redevelopment of Western Addition A-1 tripled the land cost of A-2; and that land near the Golden Gateway project has increased five-fold as a result of redevelopment.

Every public or private improvement on one piece of land gets capitalized into the price of the adjoining land.

HUMAN RIGHTS COMMISSION
1254 Market Street, Suite 305
San Francisco, California 94102

June 13, 1968

Housing and Urban Development Committee

Newspaper Classified Housing Ads

We have been exchanging letters with the publishers of the San Francisco Chronicle and the San Francisco Examiner.

Basically, what we have been asking the newspapers to do is to inform prospective advertisers of places for sale or for rent, and to inform prospective users of such ads that these newspapers will carry only housing ads that are open to all regardless of race, color, religion, national origin or national ancestry.

We have asked both publishers to meet with us to work out any problems they may have in carrying this out.

As of June 13, no meeting time has yet been nailed down, but we expect a mutually convenient date soon for at least one of the publishers.

We are writing them again with specific proposals of how they can implement a policy of open housing ads.

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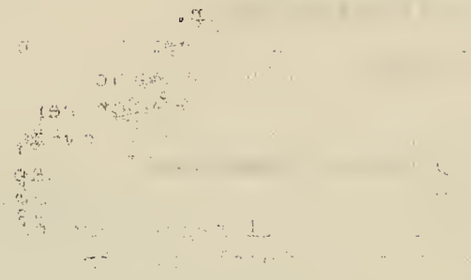

May Joblessness Remained at 3.5% On Adjusted Basis

Unemployment Over 6 Months Was Lowest in 14½ Years; Employment Rose to High

Nonwhites Out of Work Fell

Wall Street Journal 6/13/68

By a WALL STREET JOURNAL Staff Reporter

WASHINGTON—Unemployment in mid-May remained at its post-Korean war low and employment rose to a record, the Labor Department reported.

The May jobless rate, a seasonally adjusted 3.5% of the civilian labor force, was unchanged from April and matched the low level reached in November 1953. The unemployment rate has fluctuated between 3.5% and 3.7% for the past six months (see chart on page one), which the department said is the lowest sustained jobless-rate range in 14½ years.

Total employment last month climbed to a record 75,829,000 on a seasonally adjusted basis, up 193,000 from April.

Joblessness among nonwhites, the primary target of intensive Federal and private manpower programs, fell in May to a point equaling the lowest level recorded in the department's statistics for the nonwhite group, which run back to 1954. At 6.4%, the rate for nonwhites, 90% of whom are Negroes, was down from April's 6.7%, but still remained double the white unemployment rate of 3.2%, which rose from April's 3.1%.

The improvement in the Negro employment picture, however, didn't extend to teen-agers, a group of particular concern in the new Federal program to improve industry job opportunities for the hard-core unemployed. Unemployment among teen-age Negroes rose in May to 24.7%, up from 23.2% in April and 19% in January. It was double the overall teen jobless rate, which last month climbed to 12.6% from April's 11.9%.

Teenagers Job Picture

The job picture for teenagers is a key concern this month to Federal officials, who noted in releasing the May employment figures that a big influx of out-of-school youths would hit the labor market in June.

"We can always expect an upturn in teen-age unemployment in June," commented Harold Goldstein, assistant commissioner of the Bureau of Labor Statistics. Government officials are "hopeful" he said, that summer job programs will help hold down the rise in teen-age unemployment this month; he added it's uncertain whether the teen-age joblessness will rise enough to affect the national unemployment averages for June.

May's job picture was one of "continued strong" employment and relatively stable unemployment, Mr. Goldstein said. Total unemployment, seasonally adjusted, edged up to 2,784,000 persons from 2,767,000 in April; in actual numbers, the unemployed totaled 2,808,000, a somewhat less-than-seasonal drop of 154,000 from a month earlier.

Strikes in the construction and telephone industries last month kept the seasonally adjusted May payroll employment figures from rising significantly, the official said. The number of employes on nonfarm payrolls at 67,788,000, was practically unchanged from April's 67,784,000.

The strike-caused payroll declines were largely offset by increases in payroll employment in wholesale and retail trade, services, and state and local government—the three categories of employment that consistently have shown the most growth over the past couple years.

Manufacturing payroll employment in May was 19,665,000, almost unchanged from April's 19,670,000.

Adult Men Unemployment

The May unemployment rates for various work groups illustrate "a slow creeping down" of joblessness over the past year or two, Mr. Goldstein observed. The unemployment rate for adult men, unchanged from April at 2.1%, was at the lowest point since June 1953, he said; it was 2.4% a year ago. The adult women's rate, also unchanged from April at 3.7%, was down from 4.1% a year earlier. The May jobless rate for married men was 1.6%, up 0.1% from April but down 1.9% in May 1967.

This slow "settling down of the unemployment problem" has affected "some of the groups that had been suffering" rather persistent joblessness, Mr. Goldstein said. He noted that the blue-collar unemployment rate of 3.7% was down from 3.9% in April and 4.6% a year earlier, and he contrasted it with a 12.1% unemployment rate for blue-collar workers 10 years ago.

Another economic barometer that showed renewed strength last month was the manufac-

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE

F 1035 11-66

APPLICATION FOR LIMITED TENURE EXAMINATION

Room 160 City Hall

SOCIAL SECURITY NO. ___ - ___ - ___

APPLICATION FOR EXAMINATION

ANSWER ALL QUESTIONS IN INK OR TYPEWRITER. READ THE EXAMINATION ANNOUNCEMENT BEFORE FILLING IN THIS FORM

1. Position applied for:
   Class No. Title

2. Name in full (Print or type) Miss ☐ Mrs. ☐ Mr. ☐ (First) (Middle) (Last)

2a. If "Mrs.", prior name(s)

3. Present Home Mailing Address (Print or Type)
   (Number) (Street) (City) (State) (Zip Code)

3a. Telephone numbers
   Home:
   Business:

4. Legal Address (If different from Home Address)

5. Date of Birth Month ..... Day ..... Year .....
   A birth certificate or other acceptable proof of birthdate will be required upon appointment.

6. Have you ever applied for a position or been employed under a different name? Yes ..... No .....
   If "yes" explain in Item No. 18.

7. Are you a United States citizen? Yes ..... No .....
   Noncitizens cannot apply for positions with the City and County of San Francisco. On reporting for work all foreign-born citizens must submit proof of citizenship.

8a. Have you ever been discharged from any position or failed to pass a probationary period? Yes ..... No .....

8b. Have you ever resigned to avoid discharge or resigned while under suspension or while dismissal proceedings were pending? Yes ... No
   If "yes" to 8a or 8b list details in Item No. 18.

9. Have you any objections to our making inquiries of your present employer? Yes ..... No .....
   If "yes" state reasons in Item No. 18.

10. Do you have any other applications currently on file? Yes ..... No .....
    If "yes" list in Item No. 18.

11. Are you now employed by the City and County of San Francisco? Yes ..... No .....
    If "yes":
    Closs number and title .....
    Department .....
    Permanent ..... Temp. ..... LT ..... NCS .....

12. Are you currently residing in San Francisco? Yes ..... No .....

12a. Have you taken this examination before? Yes ..... No .....
    If "yes" explain in Item No. 18. For each such examination list year and result (Waived appointment for list, Did not pass written test, etc.)

13. Have you been on active duty with the U.S. Armed Forces?
    Yes ..... No ..... Date inducted .....
    Separation date ..... Type of discharge .....
    Do you claim Veteran's preference? Yes ... No ..... If "yes" present separation papers (DD214) at time of filing application.

14. ARRESTS: Have you even been cited, arrested or served a jail or prison sentence., or received a suspended sentence, or been placed on probation for any offense whatsoever, misdemeanor or felony? Give information even though you may not have been convicted or the records were expunged. Include all moving traffic violations and accidents, juvenile offenses, and courts martial. Include all non-moving traffic violations if the fine or bail was over $25.00. If answer is "yes" to the above questions, give complete details in Item No. 18. For each offense list date, name and location, court or law enforcement agency and sentence or penalty. **Do not** list in any manner arrests that have been sealed by court order. Yes ..... No .....
    Note: See examination announcement for more information about arrest records. If you have questions concerning arrest records, osk at Room 160 City Hall.

15. Education.
    Did you graduate from high school? Yes ..... No ..... If "no", show highest grade completed .....
    Name and location of school ..... Date graduated or last attended .....

15a. Colleges, Business Schools and special training.

Name and location of schools attended:	Major	Minor	Qtr. Hours	Sem. Units	Dates Attended	Degree Rec'd	Year

DO NOT WRITE BELOW THIS LINE

Driver's Lic. No. ..... Year expires .....

Prof. Reg. or Lic. and Expiration date: .....

RESIDENT NON-RESIDENT

Disposition: Date notified By

..... Hold— Verify exp. ....
Must submit ....
....
..... Reject— Exp. Educ. Res. Age No Resp. ....
Other ....
..... Cond. Qual. ..... Date req. .....
..... Qualified
Postmarked: _____ ..... Cond. Elig. ..... Date req. .....

16. **EXPERIENCE:** List below your complete employment record, including military service. Describe your duties fully, If you held more than one position with the same employer list each separately. Begin with most recent employment and work backward consecutively. You must show the experience required by the examination announcement, as well as all other work experience. If additional space is needed use additional copies of this form or attach separate sheets.

LENGTH OF EMPLOYMENT	EMPLOYER'S NAME	ADDRESS	CITY AND STATE
From: Mo.....Yr.....			
To : Mo.....Yr.....	TYPE OF BUSINESS	YOUR POSITION	NAME & TITLE OF IMMEDIATE SUPERVISOR
TOTAL:.....Yrs. .. .. Mos.			
SALARY OR WAGE --	DUTIES: Describe the nature of the work PERSONALLY performed by you with estimated PERCENTAGE OF TIME on each type of work. State size and kind of working force, if any, supervised by you and extent of such supervision.		
Storting..... per.....			
Finol..... per.....			
TOTAL HRS PER WEEK:			
REASON FOR LEAVING:			

LENGTH OF EMPLOYMENT	EMPLOYER'S NAME	ADDRESS	CITY AND STATE
From: Mo.....Yr.....			
To : Mo.....Yr.....	TYPE OF BUSINESS	YOUR POSITION	NAME & TITLE OF IMMEDIATE SUPERVISOR
TOTAL:.....Yrs.....Mos.			
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Storting.....per.....			
Finol..... per.....			
TOTAL HRS PER WEEK:			
REASON FOR LEAVING:			

17. Time not accounted for: List here all periods of unemployment. All time must be accounted for since leaving school.

From Month	From Year	To Month	To Year	Reason not employed

18. Remarks:

ADDITIONAL SHEETS MAY BE ATTACHED

CERTIFICATION OF APPLICANT: (Read carefully)

I hereby certify that all statements made in this applicotion are true, complete and correct to the best of my knowledge and belief, and are made in good faith for the purpose of establishing my qualifications to participate in this examination. I understand that any false, incomplete, or incorrect statements of material fact may result in the concellotion of my examination papers and in my disborment from the public service.

I hereby authorize all my employers, past and present, (unless otherwise noted in No. 11) to furnish information about my previous record, together with my reason for leaving their service, if known, and all information which they may have concerning me, whether the same be of record or not. Also, I hereby waive any right of action that I might have against any and all such employers and the companies they represent for any liability or cause of action for any damages whatsoever.

DATE _____ **19** ___ **SIGNATURE OF APPLICANT**.....

I LEARNED OF THIS EXAMINATION FROM: A Friend ___ ; City Employee ___ ; Civil Service Office ___ , Newspaper story ___ , Help Wanted Ad _____ Name of Newspaper _____ ; Other ___ .

F 1035 6-66

SAN FRANCISCO CIVIL SERVICE COMMISSION

Room 160 City Hall

ENTRANCE

SOCIAL SECURITY NO. _ _ _

APPLICATION FOR EXAMINATION

ANSWER ALL QUESTIONS IN INK OR TYPEWRITER. READ THE EXAMINATION ANNOUNCEMENT BEFORE FILLING IN THIS FORM

1. Position applied for:
   Class No. Title.

2. Name in full (Print or type) Miss ☐ Mrs. ☐ Mr. ☐ (First) (Middle) (Last)

2a. If "Mrs.", prior name(s)

3. Present Home Mailing Address (Print or Type)
   (Number) (Street) (City) (State) (Zip Code)

3a. Telephone numbers
   Home:
   Business:

4. Legal Address (If different from Home Address)

5. Date of Birth Month Day Year
   A birth certificate or other acceptable proof of birthdate will be required upon appointment.

6. Have you ever applied for a position or been employed under a different name? Yes No
   If "yes" explain in Item No. 18.

7. Are you a United States citizen? Yes No
   Noncitizens cannot apply for positions with the City and County of San Francisco. On reporting for work all foreign-born citizens must submit proof of citizenship.

8a. Have you ever been discharged from any position or failed to pass a probationary period? Yes No

8b. Have you ever resigned to avoid discharge or resigned while under suspension or while dismissal proceedings were pending? Yes No
   If "yes" to 8a or 8b list details in Item No. 18.

9. Have you any objections to our making inquiries of your present employer? Yes No
   If "yes" state reasons in Item No. 18.

10. Do you have any other applications currently on file? Yes No
    If "yes" list in Item No. 18.

11. Are you now employed by the City and County of San Francisco? Yes No
    If "yes":
    Class number and title
    Department
    Permanent Temp. LT NCS

12. Are you currently residing in San Francisco? Yes No

12a. Have you taken this examination before? Yes No
    If "yes" explain in Item No. 18. For each such examination list year and result (Waived appointment for list, Did not pass written test, etc.)

13. Have you been on active duty with the U.S. Armed Forces?
    Yes No Date inducted
    Separation date Type of discharge
    Do you claim Veteran's preference? Yes No If "yes" present separation papers (DD214) at time of filing application.

14. ARRESTS: Have you even been cited, arrested or served a jail or prison sentence., or received a suspended sentence, or been placed on probation for any offense whatsoever, misdemeanor or felany? Give information even though you may not have been convicted or the records were expunged. Include all moving traffic violatians and accidents, juvenile offenses, and courts martial. Include all non-moving traffic violatians if the fine ar bail was over $25.00. If answer is "yes" ta the above questions, give complete details in Item No. 18. For each offense list date, name and location, court or law enforcement agency and sentence or penalty. **Do not** list in any manner arrests that have been sealed by court order. Yes No

Note: See examination announcement for more information about arrest records. If you have questions concerning arrest records, ask at Room 160 City Hall.

ASK FOR POLICY STATEMENT IF ANSWER IS "YES."

15. Education.
Did you graduate from high school? Yes No. If "no", show highest grade completed
Name and location of school Date graduated or last attended

15a. Colleges, Business Schools and special training.

Name and lacation of schools attended:	Major	Minor	Qtr. Haurs	Sem. Units	Dates Attended	Degree Rec'd	Year

DO NOT WRITE BELOW THIS LINE

Driver's Lic. No. Year expires
Prof. Reg. or Lic. and Expiration date:
RESIDENT NON-RESIDENT

Disposition: Date notified By

Hold— Verify exp.
Must submit.
Reject— Exp. Educ. Res. Age No Resp.
Other.

Cond. Qual. Date req.

Qualified

Cond. Elig. Date req.

Postmarked:

16. EXPERIENCE: List below your complete employment record, including military service. Describe your duties fully, If you held more than one positian with the same employer list each separately. Begin with most recent employment and work backward consecutively. You must show the experience required by the examination annauncement, as well as all other work experience. If odditional space is needed use additional copies of this form or attach separate sheets.

LENGTH OF EMPLOYMENT	EMPLOYER'S NAME	AODRESS	CITY ANO STATE
From: Mo. ... Yr. ...			
To : Mo. ... Yr. ...	TYPE OF BUSINESS	YOUR POSITION	NAME & TITLE OF IMMEOIATE SUPERVISOR
TOTAL: ... Yrs. ... Mos.			
SALARY OR WAGE	DUTIES: Describe the nature of the work PERSONALLY perfarmed by you with estimated PERCENTAGE OF TIME an each type of work. State size and kind of working force, if any, supervised by yau and extent of such supervision.		
Starting ... per ...			
Final ... per ...			
TOTAL HRS PER WEEK:			
REASON FOR LEAVING:			

LENGTH OF EMPLOYMENT	EMPLOYER'S NAME	AOORESS	CITY AND STATE
From: Mo. ... Yr. ...			
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Starting ... per ...			
Final ... per ...			
TOTAL HRS PER WEEK:			
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Final ... per ...			
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REASON FOR LEAVING:			

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From Month	From Year	To Month	To Year	Reason not employed

18. Remarks:

ADDITIONAL SHEETS MAY BE ATTACHED

CERTIFICATION OF APPLICANT: (Read carefully)

I hereby certify that all statements made in this application are true, complete and carrect to the best of my knowledge and belief, ond are made in good faith far the purpose of establishing my qualifications to participate in this examination. I understand that any false, incomplete, or incorrect statements of material fact may result in the cancellation of my examination popers and in my disbarment from the public service.

I hereby authorize all my employers, past and present, (unless otherwise noted in No. 11) to furnish informatian about my previous record, together with my reasan far leaving their service, if known, and all information which they may have concerning me, whether the same be of record or nat. Alsa, I hereby waive any right of action that I might hove against any and oll such employers and the companies they represent for any liability or cause af actian for any damages whatsoever.

DATE ..... **19** ..... **SIGNATURE OF APPLICANT** .....

I LEARNED OF THIS EXAMINATION FROM: A Friend ; City Employee ; Civil Service Office ; Newspoper story ; Help Wanted Ad — Name of Newspaper ..... ; Other .....

APPLICATION

FOR FEDERAL EMPLOYMENT

1. ENTER BELOW THE EXACT TITLES OF THE EXAMINATIONS FOR WHICH YOU ARE APPLYING AND CHECK OPEN, PROMOTIONAL, OR BOTH.

OPEN | PROM

(DO NOT WRITE IN THIS SPACE)

PRINT OR TYPEWRITE

SOCIAL SECURITY NUMBER

IMPORTANT

READ THE FOLLOWING INSTRUCTIONS CAREFULLY BEFORE FILLING OUT YOUR APPLICATION

All requested information must be furnished. The information you give will be used to determine your qualifications for employment.

It is IMPORTANT that you answer all questions on your application *fully* and *accurately;* failure to do so may delay its consideration and could mean loss of employment opportunities.

If an item does not apply to you, or if there is no information to be given, please write in the letters "N.A." for Not Applicable.

GENERAL INSTRUCTIONS

- Use typewriter if available. Otherwise, write legibly or print clearly in dark ink.
- If you are applying for a specific civil service examination, follow exactly the directions in the examination announcement as well as the instructions for filling out this form.
- For a written examination, the admission card tells you what to do with this application.
- If the examination involves no written test, mail this application to the office named in the examination announcement. Be sure to mail to the same office any other forms required in the announcement.
- Notify the office with which you file this application of any change in your name or address.

INSTRUCTIONS RELATING TO SPECIFIC ITEMS

ITEM 18. ACTIVE MILITARY SERVICE AND VETERAN PREFERENCE

- Five-point preference is granted to veterans if they are honorably separated from the Armed Forces: (a) after active duty during the periods April 6, 1917, to July 2, 1921, or December 7, 1941, to July 1, 1955; (b) after more than 180 consecutive days of active duty after January 31, 1955 (not counting service under an initial period of active duty for training under the "6-month Reserve or National Guard programs); or (c) after peacetime campaign service for which a campaign badge has been authorized.
- If you claim five-point preference, you are not required to furnish records to support your claim until the time of appointment.
- Ten-point preference is granted in some cases to disabled veterans, including veterans awarded the Purple Heart, to widows of veterans, to wives of disabled veterans, and to mothers of deceased or disabled veterans. See Standard Form 15, "Claim for 10-Point Veteran Preference."
- If you claim 10-point preference, complete Standard Form 15 and attach it, together with the proof called for in that form, to this application.

PLEASE READ ADDITIONAL INSTRUCTIONS ON BACK OF THIS SHEET

16—70314-1

PLEASE BE SURE TO READ ATTACHED INSTRUCTIONS BEFORE COMPLETING ITEM 19

19. EXPERIENCE *(Start with your PRESENT position and work back)*

May inquiry be made of your present employer regarding your character, qualifications, and record of employment? ☐ Yes ☐ No

1	Dates of employment *(month, year)* From — To present time	Exact title of position	Number and kind of employees you supervise
	Salary or earnings Starting $ per Present $ per	Classification Grade *(If in Federal service)*	Place of employment *(City & State)*
	Name and address *(including ZIP Code)* of employer *(firm, organization, etc.)*		Name and title of immediate supervisor, and present address including ZIP Code
	Reason for wanting to leave		
	Description of work		

32. Does the United States Government employ in a civilian capacity any relative of yours (by blood or marriage) with whom you live or have lived within the past 12 months? .....

If your answer is "Yes," give in Item 39 for EACH such relative (1) full name; (2) present address (including ZIP Code); (3) relationship; (4) department or agency by which employed; and (5) kind of appointment.

Standard Form 57
Revised September 1966
U.S. Civil Service Commission

APPLICATION FOR FEDERAL EMPLOYMENT

57–107

1. Kind of position applied for, or name of examination | Announcement No.

2. Options for which you wish to be considered *(if listed in examination announcement)*

3. Primary place(s) of employment applied for *(City and State)*

4. Name (First, middle, maiden, last) ☐ Mr. ☐ Mrs. ☐ Miss

5. Address *(Number, Street, City, State and ZIP Code)*

6. Home phone | 7. Office phone

DO NOT WRITE IN THIS BLOCK
For Use of
Examining Office Only

☐ Appor. ☐ Nonappor. | Material ☐ Submitted ☐ Returned | Entered Register:

ANNOUNCEMENT NO.

Notations:

App. Reviewed:

App. Approved:

Option	Grade	Earned Rating	Preference	Augm. Rating
			☐ 5 points (Tent.)	
			☐ 10 points Comp. Dis.	

ITEM 19. EXPERIENCE

- Take time to fill in these experience blocks carefully and completely. Your qualifications rating depends in a large part on your experience and employment history. Failure to give complete details may delay consideration of your application. Answers given in this item may be verified with former employers.
- When the block contains experience in more than one type of work (Example: carpentry, painting; personnel-budget) estimate and indicate the approximate percentage of time spent in each type of work. Place these percentages in parentheses at the end of the description of the duties.
- *Block 1*—Describe your *present* position in this block. Indicate in this block if you are now unemployed or if you have never been employed.
- *Blocks 2 and 3*—Describe in Block 2 the position you held just before your present position, and continue to work backwards using Block 3.
- *Need for additional blocks.*—If you need more experience blocks, use Standard Form 57–A—Continuation Sheet or a plain piece of paper. If you use plain paper, each experience block must contain all of the information requested in Item 19 of the printed application. If there is not enough space in any of the experience blocks to describe the positions held, continue the description on a plain piece of paper. Identify each plain sheet at the top by showing your name, date of birth, examination title, and the block under Item 19 from which the description is continued. Attach these supplemental sheets to the top of page 3 at place marked, "Attach Supplemental Sheets or Forms Here."
- *General Information*—If supervision over other employees was one of your duties, be sure to indicate the number and kind (and grades, if Federal Government) of employees supervised by you, and explain your duties as a supervisor under description of duties.
- Indicate in each block of Item 19 the name under which you were employed if it was different from the name in Item 4 of this application. Show former name in parenthesis after "Description of Work."
- Use separate blocks if your duties, responsibilities, or salary level changed materially while working for the same employer. Treat each such change as a separate position.
- Include your military or merchant marine service in separate blocks in its proper order and describe major duty assignments.
- Experience acquired more than 15 years ago may be summarized in one block if it is not applicable to the type of position applied for.
- Account for periods of unemployment in separate blocks in order.
- You may include at the end of your employment history any pertinent religious, civic, welfare, or organizational activity which you have performed, either with or without compensation. Show actual time spent in such activity.
- Indicate estimated number of hours worked per week if you were on part-time work.

ITEMS 26 AND 27. MEMBERSHIP IN ORGANIZATIONS

A list of organizations designated by the Attorney General under Executive Order 10450, Security Requirements for Government Employment, is available in Federal offices where applications are customarily given out. This list is supplied for your convenience, and is not intended to indicate what weight will be given to past or present membership in any listed organization in determining eligibility for Government employment. This may vary, depending upon the nature of the organization and the individual's participation. Your use of this list does not release you from the responsibility of listing your past or present membership in any other organization which you have reason to believe comes within the meaning of these questions.

CERTIFICATION

Be careful that you have answered all questions on your application correctly and considered all statements fully so that your eligibility can be decided on all the facts. Read the certification carefully before you sign and date your application.

- Sign your name in ink.
- Use one given name, initial or initials, and surname.

PLEASE DETACH THIS INSTRUCTION SHEET BEFORE SUBMITTING YOUR APPLICATION

16—79314–1 GPO

APPLICATION FOR EXAMINATION

CALIFORNIA STATE PERSONNEL BOARD

1. ENTER BELOW THE EXACT TITLES OF THE EXAMINATIONS FOR WHICH YOU ARE APPLYING AND CHECK OPEN, PROMOTIONAL, OR BOTH.

		OPEN	PROM	(DO NOT WRITE IN THIS SPACE)
1				
2				
3				
4				

PRINT OR TYPEWRITE

SOCIAL SECURITY NUMBER

MR.
MRS.
MISS
(CROSS OUT TWO ABOVE) LAST NAME FIRST MIDDLE

ADDRESS NUMBER STREET

CITY COUNTY STATE ZIP CODE

MALE
FEMALE

BIRTHDATE MO. DAY YEAR

HOME PHONE

2. CERTIFICATES OF PROFICIENCY IN TYPING AND SHORTHAND ISSUED BY THE STATE OF CALIFORNIA.

TYPING (CIRCLE LEVEL) J I S — SHORTHAND (CIRCLE LEVEL) J I S — LEGAL SHORTHAND (CIRCLE LEVEL) L SL

3. PLACE OF EXAMINATION—WRITE IN THE NUMBER INDICATING THE PLACE IN WHICH YOU PREFER TO TAKE THE WRITTEN TEST. →

4. ONLY STATE EMPLOYEES APPLYING PROMOTIONALLY FILL OUT A. B. C. D. E. F BELOW

A. ARE YOU NOW EMPLOYED BY THE STATE OF CALIFORNIA? ☐ YES ☐ NO

B. WHERE ARE YOU NOW WORKING? DEPARTMENT: DIVISION:

C. TITLE OF CLASS IN WHICH YOU ARE NOW WORKING:

D. HAVE YOU COMPLETED 6 MONTHS OF PROBATIONARY SERVICE IN THIS CLASS? ☐ YES ☐ NO IF NO, COMPLETE "E" AND "F".

E. IF YOU MEET THE STATED ENTRANCE REQUIREMENTS BY HAVING COMPLETED 6 MONTHS PROBATIONARY SERVICE IN ANOTHER CLASS, CHECK HERE ☐ AND ENTER THE CLASS TITLE, DATES AND DEPARTMENT IN ITEM NO. 10.

F. I ENTERED MY PRESENT POSITION WITHOUT A BREAK IN SERVICE FROM THE POSITION REFERED TO IN "E" ABOVE ☐ YES ☐ NO

5. FOR HOW LONG IMMEDIATELY PRIOR TO THIS DATE HAVE YOU BEEN A RESIDENT OF CALIFORNIA?

YRS. MOS DAYS

6. MARITAL STATUS

A. SINGLE SEPARATED
MARRIED WIDOWED
DIVORCED (CHECK ONE)

6B. IF YOU HAVE WORKED FOR THE STATE OF CALIFORNIA UNDER ANOTHER NAME OR IF YOU HAVE IN THE LAST FIVE YEARS USED ANOTHER NAME IN APPLYING FOR A STATE CIVIL SERVICE EXAMINATION, LIST SUCH NAMES BELOW:

DATE USED
DATE USED
DATE USED

7. CITIZENSHIP

ARE YOU A U. S. CITIZEN? YES NO (CHECK ONE)

(VERIFICATION OF CITIZENSHIP STATUS MAY BE REQUIRED AT THE TIME OF APPOINTMENT)

8. WERE YOU EVER DISCHARGED, REJECTED DURING PROBATION, OR HAVE YOU RESIGNED UNDER PRESSURE OR UNFAVORABLE CIRCUMSTANCES FROM ANY EMPLOYMENT?
(IF YES, EXPLAIN FULLY IN ITEM 10)

YES NO (CHECK ONE)

9. A. HAVE YOU EVER BEEN CONVICTED BY ANY COURT OF AN OFFENSE? YES NO (CHECK ONE)
YOU MAY OMIT:

1. TRAFFIC VIOLATIONS FOR WHICH THE FINE IMPOSED WAS $30 OR LESS.
2. ANY OFFENSE COMMITTED PRIOR TO YOUR 21ST BIRTHDAY WHICH WAS FINALLY ADJUDICATED IN A JUVENILE COURT OR UNDER A YOUTH OFFENDER LAW
3. ANY INCIDENT THAT HAS BEEN SEALED UNDER WELFARE AND INSTITUTIONS CODE SECTION 781 OR PENAL CODE SECTION 1203.45.

B. HAS YOUR DRIVER'S LICENSE EVER BEEN SUSPENDED OR REVOKED? YES NO (CHECK ONE)

IF YES, ENTER YOUR LICENSE NUMBER

IF YOUR ANSWER TO (A) OR (B) IS "YES" LIST ALL OFFENSES IN ITEM 10 GIVING DATE, LOCATION, NATURE, AND DISPOSITION FOR EACH.

(DO NOT WRITE IN THIS SPACE)

10. USE THIS SPACE TO EXPLAIN 4, 8, 9

IF MORE SPACE IS REQUIRED ATTACH A SEPARATE SHEET

11. CERTIFICATE OF APPLICANT. READ CAREFULLY BEFORE SIGNING.

I HEREBY CERTIFY, *That all statements made in this application are true, and I agree and understand that any misstatements of material facts herein will cause forfeiture on my part of all rights to any employment in the service of the State of California. I understand that if I do not meet the announced requirements I will be eliminated from the examination.*

SIGNATURE DATE

- ES OUTLED UNDER THE ADMINISTRATION OF GOVERNOR.

Complaints Caseload Report -- Director Becker called attention to the HRC's release of this report on January 16, noting the constantly increasing number of cases, with a greater number of them from white citizens. He stressed that handling these complaints is taking more and more time of the staff.

32. Does the United States Government employ in a civilian capacity any relative of yours (by blood or marriage) with whom you live or have lived within the past 12 months?

If your answer is "Yes," give in Item 39 for EACH such relative (1) full name; (2) present address (including ZIP Code); (3) relationship; (4) department or agency by which employed; and (5) kind of appointment.

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Standard Form 57
Revised September 1966
U.S. Civil Service Commission

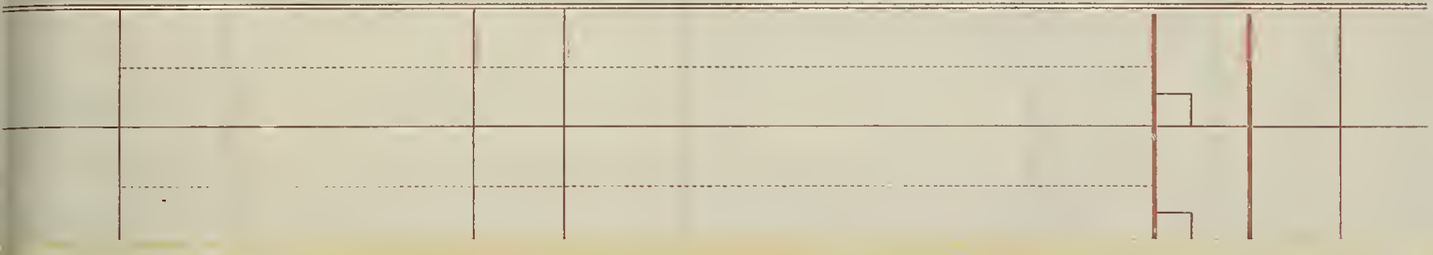
APPLICATION FOR FEDERAL EMPLOYMENT

57-107

1. Kind of position applied for, or name of examination	Announcemeot No.	DO NOT WRITE IN THIS BLOCK For Use of Examining Office Only
2. Options for which you wish to be considered *(if listed in examination announcement)*		☐ Appor. ☐ Nonappor. | Material ☐ Submitted ☐ Returned | Eotered Register: | ANNO.

IF MORE SPACE IS REQUIRED ATTACH A SEPARATE SHEET—SEE INSTRUCTIONS ON MAILING

If your application is not acceptable for this examination you will be promptly notified of the reason. If your application is accepted you will be sen
o notice of when and where to appear for the written test. If you have received no notice 3 days before the announced examination date yo
should inquire at the nearest State Personnel Board Office.



INSTRUCTIONS—READ CAREFULLY

YOU MAY BE REQUIRED TO VERIFY ALL STATEMENTS YOU MAKE

The attached application is part of your examination. It represents you. Read each item carefully. Answer all questions fully. The information you enter on the form will be used to determine that you do or do not meet the entrance requirements and may be the basis for arriving at your final rating in this examination. Your acceptability for this examination will be based on the information on this application even though you may have prior applications on file.

FILING APPLICATIONS. Your application should be clear and legible and should be typewritten if possible. To be acceptable, applications must be postmarked not later than midnight of the final filing date. Applications filed at State Personnel Board offices must be filed not later than 5 p.m. on the final filing date. No applications and no supplemental information concerning your education or experience will be accepted if filed or mailed after the final filing date. All applications and supporting attachments become the property of the State Personnel Board and none will be returned. FILE YOUR APPLICATION EARLY.

IMPORTANT. (See No. 1 on the application below.) A SEPARATE AND COMPLETE APPLICATION MUST BE FILED FOR EACH EXAMINATION YOU FILE FOR, *EXCEPT:* (a) Where the bulletin announcing an examination specifies that certain other examinations listed on that bulletin may be applied for on the same application; (b) FILE ONLY ONE APPLICATION TO TAKE AN EXAMINATION ON BOTH AN OPEN AND PROMOTIONAL BASIS.

OPEN. "Open" examinations are open to the general public and to State employees who meet the announced entrance requirements.

PROMOTIONAL. "Promotional" examinations are open only to State employees who have completed six months probationary service or have permanent civil service status in classes announced as eligible and who meet the announced entrance requirements. Requests to take an examination promotionally should be made at the time of filing your application. The acceptability of your application to compete promotionally in this examination will be determined by the answers you give to the questions in Item 4 of this application form.

PLACE OF WRITTEN TEST. This examination will be held, as conditions permit, in one or more of the places listed at the right unless otherwise stated on the examination announcement. Opposite No. 3 on the application write the number indicating the city or place in which you prefer to take the written test. If the examination is not held there, provision will be made for you at the nearest available place.

VETERANS PREFERENCE. Requests for veterans preference, together with proof of eligibility, *should be submitted* to the Department of Veterans Affairs, P.O. Box 1559, Sacramento, *previous to the date of the examination*, unless your eligibility for veterans preference has been permanently established already. *Do not mail requests for veterans preference to the State Personnel Board.*

CITIZENSHIP. (See No. 7 on application.) MOST STATE CIVIL SERVICE POSITIONS REQUIRE UNITED STATES CITIZENSHIP. SPECIFIC EXCEPTIONS ARE LISTED IN SECTION 1944 OF THE CALIFORNIA LABOR CODE.

MAILING. If you have supplemental data or documents to submit with your application, attach them to this application and mail in an envelope addressed to the State Personnel Board, 801 Capitol Mall, Sacramento, California 95814.

ENTRANCE REQUIREMENTS. On the date of the examination you must meet all requirements for the test, including the possession of any certificates and/or licenses stated as entrance requirements in the examination announcement. Exceptions to this rule will be specifically stated in the announcement.

ADDRESS CHANGES. If you move or change your mailing address before the results of this examination are known you must refer to the examination title in reporting your new address. Your failure to report your address changes may prevent the test notices from reaching you in time to assure your participation in the examination.

READ CAREFULLY AND SIGN THE CERTIFICATE, No. 11, AT THE BOTTOM OF THE APPLICATION. AN INCOMPLETE OR INACCURATE APPLICATION CAN RESULT IN YOUR DISQUALIFICATION.

3

LOCATIONS WHERE TESTS MAY BE GIVEN

CITIES AND TOWNS
10. Alturas
11. Auburn
12. Bakersfield
36. Berkeley
32. Bishop
13. Chico
37. Crescent City
14. El Centro
15. Eureka
06. Fresno
16. Fullerton
08. Long Beach
03. Los Angeles
17. Marysville
18. Merced
43. Modesto
34. Napa
19. Nevada City
20. Oakland
21. Quincy
05. Redding
33. Riverside
01. Sacramento
22. Salinas
07. San Bernardino
04. San Diego
02. San Francisco
23. San Jose
24. San Luis Obispo
25. Santa Barbara
26. Santa Rosa
27. Stockton
28. Susanville
29. Ukiah
30. Vallejo
35. Vacaville
65. Ventura
31. Yreka

STATE HOSPITALS
53. Atascadero
41. Camarillo
54. Fairview
47. Pacific
51. Porterville

CORRECTIONAL INSTITUTIONS (YOUTH)
60. Fred C. Nelles
61. Fricot Ranch
62. Los Guilucos
67. Mt. Bullion
63. Paso Robles
66. Pine Grove
64. Preston
69. So. Calif. Reception Center
58. Youth Training School (Ontario)

CORRECTIONAL INSTITUTIONS (ADULT)
78. Calif. Men's Colony
70. Chino
71. Folsom
75. Frontera
76. Medical Facility (Vacaville)
73. San Quentin
79. Sierra Conservation Center
74. Soledad
77. Tehachapi
72. Tracy

DO NOT DETACH THIS SHEET

CITY AND COUNTY OF SAN FRANCISCO

* *
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* NEXT MEETING: February 5, 1970
* Main Library, Civic Center
* Commission Room, Third Floor
* 9:30 A.M.
*
* *

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

Minutes of Meeting of January 22, 1970

ROLL CALL

Commissioners:

Present: Curtis McClain (presiding), Barney Apfel, Dean C. Julian Bartlett, Rev. George Bedford, John Yehall Chin, Rabbi Alvin Fine, Louis Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Victor Honig, Leonard Kingsley, Earl Livermore, Mrs. Ardath Nichols

Excused: Earl Raab, Cornelius Wall

Staff:

Present: William Becker, Frank Aviles, Jack Casford, William Dacus, Lawrence Jacobs, Booker Neal, Mrs. Gail Roberts, Felix Sandoval, Miss Edith Witt, Kailey Wong

PLEDGE OF ALLEGIANCE

Minutes of January 8, 1970 approved

COMMUNICATIONS

- From Mayor Joseph L. Alioto, a letter in response to Commission's requests for a supplementary budget appropriation in order to hire staff to implement the City's Nondiscrimination Ordinance. Mayor Alioto stated that in light of the City's financial crisis, he cannot approve any supplement requests except for emergency items. He asked that the HRC provide "maximum coverage possible" in the areas of housing and the Nondiscrimination Ordinance with the current staff. Director Becker noted that this places the HRC in a position of being unable to implement some basic sections of this Ordinance.

  Commissioner Honig noted at this point that the City's financial statement for the year ending June 30, 1968 (on inquiry for the statement for the year ending June 30, 1969 he learned that it is still at the printers), the City and County operated at a profit, with receipts in excess of expenditures. He questioned how the City could know where it stands as a result of its operations if the expenditures and receipts for the period ending June 30, 1969 are not yet known.

*** Chairman McClain announced that a delegation from the HRC will seek a meeting with the Mayor to re-emphasize the Commission's need for the supplementary appropriation, without which it cannot fulfill its duties under the Nondiscrimination Ordinance.

- Complaints Caseload Report -- Director Becker called attention to the HRC's release of this report on January 16, noting the constantly increasing number of cases, with a greater number of them from white citizens. He stressed that handling these complaints is taking more and more time of the staff.

- From Frank Kushin, Field Work Supervisor, School of Social Welfare, University of California, Berkeley, a letter to Director Becker confirming placement of Mrs. Elaine Guthrie to the HRC as an interne for twenty hours per week for the remainder of the academic year. Mrs. Guthrie was present and was introduced to the HRC.

- From Representative Philip Burton, a response to Director Becker on the problems of taking the 1970 census in San Francisco, supporting changes to make the census effective.

COMMITTEE REPORTS

HOUSING AND URBAN DEVELOPMENT: Victor Honig, Chairman

- Mr. Max Babin, Assistant Director of Property, San Francisco Real Estate Department: Current Procedures Regarding City-Owned Land

Before introducing Mr. Babin, Mr. Honig called the attention of the HRC to a copy of the City Planning Department's Survey of Housing, Housing Report #3, provided each of them. He cited it as a brief and accurate picture of the housing situation in San Francisco. For example, statistics on page 35 of the survey show that 32,470 families and individuals with incomes less than $4,000 a year are paying more than 20% of their income for rent. Of these, some 12,000 households are paying more than 25% of their income for rent. The national average, Mr. Honig said, is 15% of income for rental. Following a reading in full by Commissioner Honig, it was

*** m/s/c to "strongly support the efforts of the Mayor, the Redevelopment Agency, the Housing Authority, and community organizations to prevail upon the national administration and the Congress to rescind all reductions in funding for low and moderate income housing in San Francisco, and to appropriate sufficient funds to begin to solve the housing crisis." A full copy of this Resolution (2-70) is attached to these Minutes.

Note: This Resolution was introduced as an emergency resolution, prepared too late for submission to the Commissioners for their prior study and for committee recommendation, as required by the Rules and Regulations of the HRC. On motion of Commissioner Heilbron, it was voted unanimously to waive this procedural rule in order to vote on the Resolution.

Mr. Babin was then introduced.

He first used a scale map of the City and County of San Francisco to indicate the distribution geographically of City-owned land. He stated that the Real Estate Department is charged with the management, acquisition and disposition of real properties by and for the City. The Redevelopment Agency and the Housing Authority are separate entities, and their holdings were not shown on the scale map. Mr. Babin said that one-third of the area within the City that is City-owned must be used for such purposes as streets, and, therefore, was not available for such uses as housing.

The primary function of his department, Mr. Babin stated, is the acquisition of real property for City purposes. The department is not budgeted and all work is done on a work-order basis from one or another City departme nts. A typical project was the widening of Geneva Avenue, for which 80 parcels of land were purchased. This work was done on order from the Department of Public Works, with funds derived from gas tax funds. Four parcels were left over from this project, which Public Works has declared as surplus. The parcels thus will be put up for sale and the proceeds, under State law, must go into the gas tax fund.

The City pays approximately $750,000 yearly in rent for various properties, such as health centers in neighborhoods. It also receives approximately $750,000 yearly in rents from property, temporarily surplus. The department also acts as a loan expedier for the Federal

government's FACE (Federally Assisted Code Enforcement) program, part of the urban renewal activities. Seven areas of the City are in this program. Under the FACE program, owners can apply for 3% loans to bring their property up to code. Some $3,000,000 has been granted through these loans. Some 5,000 units have, in this manner, been brought up to code.

He outlined this procedure:

1. Under the Administrative Code, a department controlling land can declare it surplus and ask the Real Estate Department to dispose of it.

2. Final authority for actual disposal is vested in the Board of Supervisors. The Real Estate Department can arrange for the sale or lease of the declared surplus land, and also present the needed legislation to the Board (with approval of the department controlling the land) to implement the planned sale or lease.

3. The Department of City Planning must OK the disposal plans as being in conformity with the Master Plan for the City.

Mr. Babin, when asked if City departments were reluctant to declare land surplus, replied that they most generally were when they feared that money from such sale would not remain in their land funds. He cited sale of the old Hall of Justice, in which case the $750,000 realized from the sale, although it went into the land account of the Police Department, was actually used, at the discretion of the Board of Supervisors, for other purposes.

Other topics dicussed by Mr. Babin were use of air rights, the transfer of lands by departments, and lands acquired through bond issues, the rental, lease, or sale income from which must go to retirement of the bonds.

Commissioner Bartlett stated that in the solution of social problems, society often encounters established customs and laws that are in part responsible for the creation of the problems because they immobilize attempts to take any corrective action. He suggested that a study be made of what these inhibiting factors are in order to set up (on both the City and State levels) a priority committee to impartially decide, in light of the contemporary social problems, how the best use of land can be made. He suggested further that the City might get "first call" on lands declared surplus by one of its departments, before they went out for public bid.

Mr. Babin presented to the Commission a list of seventeen surplus land parcels controlled by the Department of Public Works. The list had been requested by Mr. Eneas Kane, Director of the Housing Authority. The parcels are in areas zoned for housing, largely single-family dwellings (R-1) zoning. Mr. Babin stated that the Public Utilities Commission is currently considering alternate uses for some of its property.

In response to a question from Commissioner Honig as to how the Housing Authority, for example, might acquire the Bay-Powell Street Kirkland Yard (now used to store rolling stock by the PUC) for low-income housing or mixed medium-and-low income rental housing, Mr. Babin stated that since the Housing Authority is not a City department and a transfer could not be made to it, it would have to bid for the land on the open market at the market value.

*** Chairman McClain directed the Housing Committee to pursue discussions with City departments that control parcels of land, plus those agencies who need land, to clarify and define responsibilities, authorities and procedures applying to these City-owned surplus lands.

- Committee Report -- SB 146

Director Becker appeared at a meeting of the Board of Supervisors' Planning and Development Committee to discuss those aspects of the new law (introduced by Senator Moscone at the last session of the Legislature), emphasizing the Land Bank concept, and the creation of citizen-participationg committees in redevelopment areas. The HRC position was to urge the latter policy in the Yerba Buena project area. Many City organizations appeared in support of the HRC r esolution recommending implementation of this law. The Planning Committee took the HRC resolution under advisement.

LIAISON COMMITTEE WITH THE POLICE: Barney Apfel, reporting for Earl Raab, chairman

- O.R. Bail Project -Kenneth Babb, Director

The project, sponsored by the San Francisco Bar Association, has been in operation for five years. Its program is one which helps arrested indigents unable to make bail obtain their release on their "own recognizance", that is, on the promise to appear for their hearing or trial. Only capital offences are excluded. Residence, marital and employment status, and criminal record, if any, are compiled, and rated on a nationally-usedcriteria scale, which assigns points for certain findings. For example, a resident of the City for two years gets two points, six months one point, less than that no points. Some 100 arrestees are seen daily in City and County Prison. There are, in the City, some 200 arrests daily, outside of drunk and traffic violation charges. A wide range of offenses in the Penal Code are covered. The facility, located in the Hall of Justice, is operative every day in the year, opening at 6:30 A.M. and running often until midnight.

A Superior Court judge recently requested Mr. Babb to do a survey of narcotic arrestees who were released on their own recognizance and their record of appearances for trial.

Of 351 cases in 1967:
171 were dismissed in court
125 received various sentences
45 were placed on probation
10 disposition of cases not known
(2 died, 2 referred to Juvenile Court)

Of 308 cases in 1968:
163 were dismissed in court
125 were sentenced (including probation)
20 had no disposition

Thus it was shown in these surveys that persons charged with narcotic offenses do not have a significantly higher rate of non-appearance on own recognizance than other arrestees. The average rate of non-appearance for persons recommended for release is 3%. The rate for persons putting up their own bail in 1969 was 5.5%, down from 7% in 1967.

Between 1964 and 1969, the project arranged for the release of 9,569 persons, of whom 288 failed to appear, a rate of 2.99%. There were in those five years 156,000 cases, indicative of the rigid criteria applied to arrestees. The Bar Association at the moment is reviewing the criteria to see if they might apply to people in jail. Own recognizance is part of the Penal Code, a discretionary privilege exercised by judges. The O.R. project itself has no power to release an arrestee.

Mr. Babb estimated that 99% of those persons arrested are unable to post bail, and often have to assume heavy debts and obligations to raise the needed money. Others are arrested, post bail, are later released before any trial, and thus lose their premium.

In one month recently, the project saw 2,500 arrestees, only 200 of whom qualified for release on their own recognizance.

Mr. Babb reported further, in response to questioning, that those persons charged with serious crimes tend to appear with better frequency than those charged with lesser crimes. In addition, of 100 cases surveyed in 1968, only three concerned persons committed an additional offense. It was pointed out that three character references are required for each arrestee.

The project staff, working out of the Hall of Justice, consists, besides its director, of two attorneys, plus VISTA volunteers, many of them law students, and other community volunteers, and graduate students doing research. O.R. is funded by OEO through EOC. Its funding for 1970 has been cut by OEO by $40,000.

Research is now under way on how to refine and improve the project, which needs more staff, such as investigators.

- Alcarez Family Complaint Against the Police Department

The matter was dropped from the Police Liaison complaint caseload at the request of the Alcarez family.

YOUTH AND EDUCATION: Leonard Kingsley, Co-Chairman

- Lowering the Voting Age

Mrs. Gina Zimmerman was introduced by Mr. Kingsley.

She spoke on behalf of INVOLVE (Independent Volunteers for Vote Extension), an organization of young people in the City sponsoring a petition (which requires 520,000 signatures) to put on the ballot lowering the voting age in California to 18. (The Ad Hoc Committee of the HRC considering this issue consists of Commissioners Kingsley, Sister Mary Bernadette Giles, Mrs. Gail Roberts, Booker Neal and Director Becker.) A Legislative Committee of the Assembly is now considering a proposal that the voting age be lowered to 19. Mrs. Zimmerman reported that February 2 is the initial filing date for the INVOLVE petition; April 6 is the last filing date. INVOLVE has designated February 23 as Petition Day. INVOLVE offices are at 1427 Market Street.

The Commissioners were reminded that Director Becker sent them recently a compilation of activities in other States regarding efforts to reduce the voting age.

In order that the HRC may study the various proposals in the Legislature before endorsing one particular one, and in response to the request of the City-Wide Youth Council for indication of HRC feelings at this time, it was

*** m/s/c that the HRC endorse the proposal that there be presented to the voters of California at the earliest feasible time the question of reducing the voting age.

- Bilingual Education

A subcommittee of the Youth and Education Committee has been looking into this matter as it relates to the needs of Chinese, Filipino, and Spanish-speaking students in particular. Mr. Kingsley introduced:

Mr. Wallace Stewart, member of the faculty of Marina Junior High School. Mr. Stewart defined two kinds of programs:

- English as a Second Language (ESL) -- designed to upgrade the English language skills to non-native speakers of English.

- Bilingual Education -- designed to teach academic studies in their native tongue so that the students do not fall behind in subject matter while upgrading English language skills.

Two-thirds of this school's student body of 1,900 are of Chinese descent, and 50% of them lack English language skills commensurate with their abilities. There are also 200 students who are immigrants, who have at best a scanty knowledge of English. This number is increasing.

Mr. Stewart noted that Chinese and English are highly dissimilar languages, and specialized training requires smaller classes, special materials, curriculum and teachers, plus adequate space. At the beginning of the 1969 school year last fall, there were six teachers for 120 ESL students at Marina. During the year, enrollment has increased 45%, but without an increase in teachers or classroom space. There is now a waiting list for these classes. In the meantime, the waiting students are put into regular classes, where they understand little or nothing of what transpires, with the subsequent frustration and boredom. Mr. Stewart emphasized the long-range detrimental effect on a student's working and social life that inadequate language preparation will have. He cited New York, San Diego, Miami and Houston as cities that have obtained Federal funds to teach Spanish-speaking students English.

Mr. Victor Low, vice-chairman of the Chinatown-North Beach District Council Education Committee also spoke on this problem. He pointed out that the need for ESL education facilities is a city-wide one, and that many students needing this training are being transferred out of Chinatown area schools because of overcrowding, due to the influx of immigrants. He discussed the specific problems at Jean Parker Elementary School.

Commissioner Kingsley reported that the subcommittee dealing with this issue will be reporting with a recommended resolution to the HRC at its February 5 meeting.

On motion by Commissioner Heilbron, it was

*** m/s/c that the HRC express its deep concern for the human rights of children who need ESL instruction and whose education progress is being frustrated and looks forward to the report of the Youth and Education subcommittee with recommendations at its next regular meeting, February 5.

A member of the audience, Mrs. Peggy Galvez, of the New Arrival Service Center and the Central City Foundation staff, asked the HRC to consider also the multi-language program now under way at Bessie Carmichael School with Filipino children and their needs in this area. She was assured that the Youth and Education subcommittee was considering all language needs of school children.

- AB 23

This bill, copies of which were provided the Commissioners, calls for the State to establish a program acknowledging the bi-lingual problem and make funds available to communities throughout California with this need. Endorsement of this bill will be included as part also of the subcommittee's February 5 report.

Staff was directed, however, to forward to the Assembly Committee the HRC's Resolution of Concern.

Board of Education Modifications of
Free School Lunch Program - Kailey Wong

The School District has increased its budget for this program five times over last year's allocation -- to $1,196,833. The Board of Education has attempted to serve all children who need these lunches. Because specific criteria for those to receive lunches were not developed, there was a danger that State and Federal fund contributions might be withdrawn. Therefore, some kind of means test or comparable criterion was required. The City-Wide Youth Council worked with SFUSD staff to modify the originally proposed income

criteria and appeals procedures. The HRC has previously endorsed an increase in the Free School Lunch Program, and oppositioned a means test that could be discriminatory. While the agreed-upon criteria were communicated to Sacramento January 20, the Board of Education directed its staff to work with community groups regarding any outstanding differences and to revise the income criteria as necessary and not to consider them as final. Staff is to report back to the Board at its February 3 meeting.

- City-Wide Youth Council Weekend Retreat - Booker Neal

This retreat will take place February 6, 7 and 8 at La Honda, Calif. to enable members of the Council to meet with various department heads and agencies concerned with plans for summer projects this year. Commissioners were invited especially to attend the February 8 (Sunday) workshop sessions.

On February 13, the Mayor's Office will sponsor a retreat of officers of youth-serving agencies at the McGucken Youth Center in Occidental, Calif. to discuss its plans for Summer 1970.

EMPLOYMENT: Barney Apfel

Due to the late hour, Commission Apfel asked if the committee might postpone until February 5 its reports on:

1. Recommendations for minimum qualifications and examination procedures of Civil Service, and

2. BART on-site construction work force racial and ethnic survey.

AD HOC COMMITTEES

- Department of Social Services Memo 46-A (Sponsor Support of Aliens) - Rabbi Fine

The committee has met and considered the memorandum. It made certain requests of Mr. Ronald Born, General Manager of the Department of Social Services and will meet with him February 3. Commissioner Chin and a representative of the Mayor's Office will be asked to this meeting, on which a report will be forthcoming to the full HRC.

Commissioner McClain asked Commissioner Livermore to discuss the American Indian activities regarding Alcatraz Island. Mr. Livermore reported that a Council has been established, with committees (food supplies, health, education, etc.), on the island. A clinic has been set up, staffed with nurses and doctors. A corporate structure, known as Indians of All Tribes, Inc., has been established. Work is progressing on setting up a training program and a planning program, plus cultural, ecological centers. Radio Free Alcatraz is broadcasting nationwide. Mr. Livermore read a resolution (HS Res. 1042) introduced by Congressman Brown of California in the House of Representatives calling for the President to direct negotiations to begin for transferring title in fee of Alcatraz Island to the Alcatraz Relief Fund or any other designated organization of the American Indian community.

An ad hoc committee was established by Chairman McClain, to include himself, plus Commissioners Heilbron, Apfel, Livermore and Raab, to study the resolution, and it was

*** m/s/c to refer this resolution to the Ad Hoc Committee for study and recommendation to the HRC on February 5.

Congressman Brown's resolution has been referred to the House of Representatives' Insular Affairs and Interior Committee.

CALENDAR MATTERS

The March meetings for the HRC will be on the second and fourth Thursdays, on March 12 and 26. The February meetings are February 5 and February 19.

Commissioner Fine suggested that to avoid unnecessary misunderstandings, careful consideration be given to the introduction of items not on the agenda at regular meetings of the HRC.

REMARKS FROM THE AUDIENCE

Mr. Norman Smith, chairman of the Housing Committee, Western Addition Community Organization, spoke briefly to the HRC, asking that WACO be put on the agenda of the Housing Committee to discuss an article concerning it (WACO) in the January 20, 1970 issue of the San Francisco Examiner. This will be done.

NEW MATTERS

No new matters.

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:afs

Attachments:
Resolution 2-70
Press Release: Social Pressures on Whites Increase,
Rights Commission's Caseload Report Shows

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

Adopted
1/22/70

EMERGENCY RESOLUTION:

CUTS IN FEDERAL HOUSING FUNDS

The federal government has announced drastic cuts in financial assistance for housing in San Francisco and other cities throughout the nation. The federal Department of Housing and Urban Development has cut off further grants to the Western Addition Redevelopment project and has reduced the goal for leased housing under the Housing Authority to 6,000 units for the whole country in 1970.

The City's Workable Program recently submitted to the federal department of HUD states the serious housing shortage in San Francisco. The Survey of Housing just published by the City Planning Department details this shortage.

The private housing industry continues to be unable to meet consumer housing demand.

The Kerner Report on Civil Disorders ranked inadequate housing, together with police practices and unemployment, as primary causes of tension in black communities. Since 1967, the housing crisis has intensified.

In San Fancisco, families, individuals and senior citizens are suffering from the lack of decent places to move to; rising rents, property taxes, and interest rates; discrimination by landlords against families with children; inadequate repairs and services in apartments and hotels, and the inability of homeowners to finance repairs on their own homes. People are suffering the results of the housing crisis, whether they are black, tan, red, yellow, or white; whether they are poor or of the struggling middle class. The lack of funds for housing means less jobs and less income being spent in San Francisco.

The Human Rights Commission strongly supports the efforts of the Mayor, the Redevelopment Agency, the Housing Authority, and community organizations to prevail upon the national administration and the Congress to rescind all reductions in funding for low and moderate income housing in San Francisco, and to appropriate sufficient funds to begin to solve the housing crisis.

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of April 8, 1971

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*   NEXT MEETING: April 22, 1971   *
*   Main Library, Civic Center   *
*   Commission Room, Third Floor   *
*   9:30 A.M.   *
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ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, Louis Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Earl Livermore, Earl Raab, Louis Simon

Excused: Barney Apfel, Very Rev. C. Julian Bartlett, John Yehall Chin, Curtis McClain

Staff

Present: William Becker, Frank Anderson, Francisco J. Aviles, Jack Casford, Jaime Estrada, Stanley Lim, Grant Mickins, Booker Neal, Mrs. Gail Roberts, Peter Stewart, Edward Vurek, Miss Edith Witt

PLEDGE OF ALLEGIANCE

Minutes of March 25, 1971 approved

COMMUNICATIONS

- From Albert L. Seltzer, Assistant Director, Program, State Department of Health Care Services, a reply to the HRC's March 17 letter urging restoration of recent Medi-Cal program cuts. Mr. Seltzer said the cuts had to be made because of budgetary requirements.

- From Harvey A. Drinkwine, Chairman of the Inglewood, California Community Stabilization Commission, a copy of a resolution passed March 18, 1971, supporting the HRC's resolution calling for support of FEPC's budget requests for 1971-1972 and sent to the Governor and legislators.

- From Mrs. Margaret H. Duffy, Training and Education Supervisor, Volunteer Bureau of San Francisco, to Mrs. Gail Roberts, thanking her for assistance at the Leadership Skill Bank training session.

- From George Brown, Acting Chairman, UJIMA (Swahili for "collective responsibility"), a report of the alleged beating of a man by two plainclothes San Francisco police officers, and asking that the HRC respond to the report of this incident. Director Becker said that the matter had been turned over to the Police Liaison Committee.

- From Arlo W. Dehnert, Chief, Aid to Families with Dependent Children Bureau, State Department of Social Welfare, acknowledging the HRC's March 11 letter of concern over the decrease in the AFDC grant level. Mr. Dehnert spelled out the provisions of legislation introduced as part of the welfare program of the Governor.

- From State Senator George R. Moscone regarding the Medi-Cal cutbacks issue and the HRC position, stating his opposition to the cuts and that he is taking an active role in legislative hearings on the issue.

- From William A. Evans, Legislative Secretary to Governor Ronald Reagan, acknowledging receipt of the HRC resolution regarding Medi-Cal cuts and AFDC grants, and stating it was brought to the Governor's attention.

- From Elmer Gallegos, Project Director, the Bilingual-Bicultural Project for Spanish-English Speaking Children, San Francisco Unified School District, to Mrs. Gail Roberts, expressing appreciation for her participation in their fiesta celebrating Parent Unity Day.

- From Assemblyman John Francis Foran, regarding the HRC letter on Medi-Cal cutbacks and stating he will make every effort to restore necessary funds to the program.

- From Assemblyman Willie L. Brown, Jr., regarding the same issue and stating his agreement with the HRC position.

- From Miguel A. Mendez, Legislative Assistant to Senator Alan Cranston, acknowledging receipt of the HRC's endorsement of a separate authorization for the training of bilingual teachers, and reporting that the measure has not yet been reintroduced and that it may be included in an amendment to Title V of the Higher Education Act.

- From Commissioner Barney Apfel, two telegrams:

  One, dated April 6, 1971, reading:

  "AS A MEMBER OF THE HUMAN RIGHTS COMMISSION, I WANT TO GO ON RECORD AS BEING INALTERABLE (sic) OPPOSED TO ANY CHANGE IN THE CHARTER PROVISION THAT DEALS WITH ADMINISTRATIVE TENURE."

  One, dated April 7, 1971, reading:

  "PLEASE BE INFORMED THAT ILLNESS PREVENTS ME FROM ATTENDING THE HUMAN RIGHTS COMMISSION MEETING OF APRIL 8TH 1971. I REQUEST THAT THE OFFICIAL RECORDS INDICATE MY OPPOSITION TO THE YOUTH AND EDUCATION COMMITTEE PROPOSAL REGARDING SUPERVISOR GONZALES PROPOSED AMENDMENT WHICH WILL ELIMINATE ADMINISTRATIVE TENURE IN THE S.F.U.S.D. AND THAT A NO VOTE BE RECORDED BY DIRECTOR BECKER IN MY NAME."

COMMITTEE REPORTS

YOUTH AND EDUCATION:
Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Position on Administrative Tenure

  Prior to statements by guests of the HRC, Rabbi Fine read the proposed Position Paper on Administrative Tenure in full. Rabbi Fine then introduced the guests of the HRC to make their statements regarding Administrative Tenure.

  Mr. James T. Rodman, Principal, Treasure Island Elementary School
  Mr. Rodman stated that the HRC, by taking a position on this issue, was putting itself into an area of labor negotiations in which it has no jurisdiction or experience. Mr. Rodman said that the same "intolerable conditions" that were outlined in the Atherton Report of 1932 (which recommended establishment of administrative tenure) could prevail again with the abolition of tenure.

  Mr. John Milonas, attorney for Teamsters Local 960, representing San Francisco school administrators. Mr. Milonas cautioned that removal of tenure might, among other things, cause there to be a complete turnover of administrator staffs with changes in the office of Superintendent. He said there was a question on the legality of "any provision or amendment that violates an employment contract."

  Mr. Donald Langendorf, Principal, Visitacion Valley Elementary School
  Mr. Langendorf responded to and challenged a number of specific points in the proposed Position on Administrative Tenure.

Mr. Lewis Allen, Counselor, James Denman Junior High School, representing the Classroom Teachers Association. Mr. Allen stated that the conditions, economic and professional, that prevailed 39 years ago, when administrative tenure was adopted, were no longer applicable. He saw a conflict between Federal equal employment laws and the present administrative tenure provision.

Mrs. Idare Westbrook, mother of seven children, at all levels: elementary, secondary, and college. Mrs. Westbrook asked for more opportunity for parents to communicate with administrators, and for greater minority participation on the administrative level, though not through a system that "locked them in."

There was prolonged discussion of the proposed Administrative Tenure Resolution, during which amendments were offered by Commissioner Raab and Commissioner Heilbron. A motion by Commissioner Louis Garcia to table the motion to adopt the Resolution failed on a voice vote.

It was

*** m/s/c to adopt the Position on Administrative Tenure by resolution, as amended. The full text of this Resolution, as adopted, is attached to these Minutes. See Commissioner Apfel's telegrams on page 2.

Because of the crowded agenda, two items from the Youth and Education section were postponed to a later meeting. They were the reports on the Status of English as a Second Language Bilingual programs and Increased Minority Representation on State Education Commission.

EMPLOYMENT COMMITTEE:
Dean C. Julian Bartlett, Chairman

- Progress Report on BARTD and the Tri-County BARTD Committee - Grant Mickins

On February 25, the HRC heard Mr. Gordon Olson, Personnel Director for BARTD (Bay Area Rapid Transit District) discuss the District's affirmative action employment program, as well as respond to efforts of the HRC to obtain BARTD agrement to develop an affirmative action program for the operational jobs in the system. The formation and beginning work of the Tri-County BARTD Committee (made up of community-based manpower and job training programs) of which Mr. Mickins is a member, was discussed at that time.

Mr. Mickins reported that on March 11, nearly 100 persons representing the Tri-County BARTD Committee appeared before a Board of Directors' meeting at BARTD. The group was permitted to present their demands to the Board of Directors that the District modify its management policy with regard to its refusal to employ or hire the low-income and disadvantaged from the poverty areas as represented by the manpower organizations and community groups of the Tri-County organizations. After more than an hour of hearing, the Board agreed to refer the issue to its Administrative Committee, composed of three members of its Board and Management, on March 16.

On March 16, 40 representatives of Tri-County met with the Administrative Committee, attended by at least seven of the members of the Board. The Committee gave a full hearing to the Tri-County spokesmen, and voted to recommend to the full Board that a core Negotiating Committee, composed of two directors and three members from Management, meet with a negotiating team from Tri-County to negotiate the issues involved.

On April 2, the first negotiating meeting between BART and the Tri-County Committee was held at BARTD's office, 814 Mission Street. The format set up general guidelines for the discussions to follow during the ensuing weeks. At this point, the Board and Management has indicated a cooperative attitude, and has approached the negotiations in a spirit of good faith.

Mr. Mickins introduced two guests as speakers on this issue.

The Rev. William O. Smith, Pastor of the United Church of Christ, Concord/Clayton Valley, and representative of Citizens for Jobs. Rev. Smith explained the work of the Tri-County BARTD Committee over the past six months in attempting to work out an agreement with BARTD to hire minorities and low-income, disadvantaged people. Rev. Smith pointed out that the Committee tried to impress upon BARTD also that its hiring should be done in those areas where the transit system will operate.

He described the offer of supportive services made to BARTD, originally not accepted, but more recently through negotiation more willingly received. He said the Committee needed the continuation of HRC support in its negotiations on behalf of the low-income residents of the three counties (Alameda, Contra Costa, San Francisco) needing jobs.

Mr. Chet Duncan, Director of the Concentrated Employment Program of the Oakland Economic Development Council. Mr. Duncan characterized requirements currently maintained by BARTD for operational jobs as unrealistic, i.e., a simple mechanic's job requires five years related experience in rapid transit. The Committee approach is to combine manpower training programs in the three counties, offer BARTD a system of recruiting, and establish a system where BARTD recruits, trains and hires -- this as a means of getting employment for those with low incomes. The Committee focuses on the entire range of jobs in the transit operation and offers supportive services to BARTD. Mr. Duncan said the Committee offers BARTD an opportunity to recruit from the communities which the system will serve. He said it appears that there is a new spirit of cooperation on the part of BARTD now.

YOUTH AND EDUCATION:
Sister Mary Bernadette Giles

- Proposed Action on
  AB 116 (Bilingual Scholastic Aptitude Tests and Appropriation of $100,000 Therefor)
  AB 367 (Granting $20 Tax Credit for Tuition to Private Elementary and Secondary Schools)
  AB 846 (Eliminating Pupil Supsension by Teachers)

Sister Mary Bernadette discussed the bills in detail and asked HRC endorsement of AB 116 and AB 846. There was no recommendation on AB 367 at this time.

It was

*** m/s/c that the HRC endorse AB 116 and AB 846.

- Commendation to Pelton Stewart

Mr. Stewart, newly elected president of the City-Wide Youth Council, and chairman of the Council's Education Committee which drafted the Students' Bill of Rights document, has been named National Boy of the Year by the Boys' Clubs of America.

It was

*** m/s/c that the HRC send a letter of congratulation to Mr. Stewart.

HOUSING AND URBAN DEVELOPMENT:
Louis Heilbron, Chairman

- Request for Endorsement of Urban League Housing Proposal

This is a proposal to establish a Housing Opportunities Center for the five Bay Area counties to be funded by Federal and/or private grants:

1. To coordinate fair housing activities, strengthen local housing groups, enlist educational, business and religious institutions, and maintain liaison.

2. In relation to low and moderate-income housing development, to serve local non-profit sponsors with expert information.

3. To assist tenants rights organizations, publicize tenants rights laws, etc.

The Center would be a day-to-day service operation with supportive staff in each of five counties.

It was

*** m/s/c that the HRC endorse the proposed Housing Opportunities Center program.

- Report on Letter to the Federal Housing and Urban Development Department (HUD) Re: Non-Funding of 11 Public Housing Turnkey Projects

This letter was sent March 31, 1971 to Mr. James H. Price, Area Director in San Francisco, on behalf of the HRC, to protest HUD's rejection of 11 Turnkey public housing proposals submitted by the San Francisco Housing Authority. It called upon HUD to allocate the funds for these projects and expedite the construction by the Housing Authority of all the public housing, in small scattered sites, which San Francisco needs, which San Francisco is authorized and obligated to build. A copy of this letter is attached to these Minutes.

- Report on Response by Five Human Rights Commissions to the San Francisco HRC's Support of Budget Requests (for funding of staff to enforce fair housing regulations and carry out affirmative action programs in housing) of the Fair Employment Practice Commission

These agencies passed support resolutions.

- Report on Status of Anna Lane and Joyce Hotels - Miss Edith Witt

The HRC earlier passed a resolution asking the Board of Supervisors to consider all alternate routes for extension of Fifth Street north of Market Street that would allow retention of the Anna Lane Hotel.

Miss Witt discussed two hearings held recently by the Board of Supervisors' Streets and Transportation Committee, in response to tenant requests, and the presentation of alternate plans by the Community Design Center, that would have permitted retention of the Anna Lane, and saved money for the City. At the second Committee hearing, attended by community organizations and business interests, however, the original proposal for extension of Fifth Street was adopted.

Miss Witt discussed also the situation at the Joyce Hotel, near the Yerba Buena Redevelopment Area, where the property is wanted by the Shell Oil Corporation for a gas station. She said that the remaining occupants of the Joyce have had water service suspended for a time, and that they have not been offered alternative lodgings at a comparable price in an area in which they wish to live. In the next few years, she said, San Francisco is slated to build 7,000 luxury hotel rooms, while approximately that many low-rent rooms will be demolished.

She urged, in view of the plight of the tenants in low-income rental lodgings threatened by demolition, and their need to have the support of the community in this plight, that the Commissioners do all they can to broaden community awareness of the situation.

Mrs. Jean Bowie, executive director of the Central City Anti-Poverty Agency, also spoke regarding the Joyce Hotel issue, and asked that the HRC support a moratorium on all demolition in the South of Market area until relocation facilities are provided.

Mrs. Geraldine Johnson, Board member of the same agency, described the extreme difficulties of elderly, low-income people in this area to find decent housing or manage relocation.

Mr. James Holley, also of the Central City Anti-Poverty Agency, asked that the HRC support the moratorium referred to by Mrs. Bowie. He noted that there are now 64 gas stations in the South of Market area.

There was discussion of these requests by the Commissioners following these presentations, and it was proposed by Chairman Kingsley and others that Supervisors be contacted individually to discuss HRC concerns about continuing demolition without replacement or relocation facilities in the downtown and South of Market areas.

Commissioner Heilbron also suggested that Supervisor Boas be contacted to discuss in detail his proposed moratorium on demolition.

It was proposed that in the Housing Committee a report be made by Miss Witt of the status of various proposals to create solutions to this urgent problem.

Commissioner Raab urged that the Committee push the idea of no demolotion until there is adequate relocation housing, and specifically support retention of the Anna Lane and Joyce Hotels.

This is to be the core of the next Housing Committee agenda.

REPORT OF THE DIRECTOR

- The Emergency Health Service Program Report and Settlement of a Complaint Case Against a Contractor Report were postponed to a later HRC meeting.

- Endorsement of "Jobs for Spanish-Origin Persons in Government" Program - Director

The staff is planning to make application for funding for a project aimed at bringing more people of Spanish-origin into civil service at the City, State and Federal levels. The Regional Office of Economic Opportunity has shown interest in this if it applies to all levels of government.

It was

*** m/s/c that the HRC approve application for funding for this program.

- Status of Negotiations Between the Minority Coalition and the Building Trades Unions and Contractors at Hunters Point

These negotiations continue, with still some areas of resistance on certain points by all parties to the talks. Neogitations are scheduled daily for the week of April 12 through 16. Director Becker stated that his role in these negotiations consumed a great deal of his time, pre-empting his participation in many other areas of HRC work for the time being.

CALENDAR MATTERS

The next meeting of the HRC will be April 22, 1971.

NO NEW MATTERS

REMARKS FROM THE AUDIENCE

Mr. Jaime Estrada of the City-Wide Youth Council staff, announced that the Council would sponsor a Drug Forum, April 28, at 4 P.M. in the Exhibit Room of the Main Library.

The Forum will have four workshops, focusing on personal experiences with drugs, treatment for drug abuse, usage and types of dealing, and the historical pattern of ghetto to middle-class and upper-class movement of the drug culture.

ADJOURNMENT

Respectfully submitted,

WB:JC:afs

William Becker
via Jack Casford

Attachments:

Resolution on Administrative Tenure

HRC letter of March 31, 1971 to HUD

Notice Regarding Compatibility
City and County of San Francisco
Attached Filmed on [illegible]

Compatible Media and Equipment

The Microfilm on the Cataloging Record (Compact Disk) Accessible from the Chief's Record Archive (Room 401, Hall of Justice) Is Not Compatible with Standard Equipment for Optical Disk and Type of Recording and the Production Pattern of Digital to Analog-Film Type-Reproduction Most of the Data Format.

Distribution:

Compatibility Limitations

Re Storage:

Writing System
Via Data Entries

Data Items:

Recording on Electromagnetic Tapes:

VSAM Master at March 31, 1977 to ECM

CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

March 31, 1971

Mr. James H. Price
Area Director
HUD
One Embarcadero Center
San Francisco, California 94111

Dear Mr. Price:

The Human Rights Commission wishes to protest your office's rejection of eleven Turnkey public housing proposals submitted by the San Francisco Housing Authority. This is a rejection of decent housing for 97 San Franciscan families and 265 San Franciscan senior citizens, who are now suffering deplorable housing conditions at increasing rents in the private market. This is a repudiation by HUD of more than 5,000 elderly people and more than 3,000 families on the public housing waiting list in San Francisco.

HUD's negative inaction is a rebuff to thousands of poor and minority people being displaced by HUD-assisted programs. It blocks new construction of low-income housing when more low-rent units are being demolished by HUD-assisted programs than are being built.

There can be no equal opportunity in housing without a sufficient supply of decent housing that people can afford, regardless of race or national origin. We view HUD's refusal to use the funds already appropriated by Congress as a form of institutional discrimination.

We call upon your office to allocate the funds for these eleven projects and to expedite the construction by our local Housing Authority of all the public housing, in small scattered sites, which San Francisco needs, which San Francisco is authorized and obligated to build.

Sincerely,

William L. Becker
Director

WLB/pa
cc: Eugene A. Gulledge
Asst. Secretary-Commissioner
HUD, Washington, D.C.

Eneas J. Kane, Exec. Director
S.F. Housing Authority

Everett Heynnemann
S.F. Housing Authority

CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
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POSITION ON ADMINISTRATIVE TENURE

The primary concern of the Human Rights Commission is with the betterment of intergroup relations in San Francisco. It is the Commission's considered opinion that administrative tenure has, in the past, been an obstacle to increasing and accelerating the appointment of minority group administrators in the district.

It is for this reason among others, that the Human Rights Commission of San Francisco continues to support the proposition that tenure provisions for school administrators should not be in the Charter of the City and County of San Francisco. In supporting the general principle of Supervisor Gonzales' resolution and Assemblyman Brown's bill, both aimed to remove tenure provisions from the charter, we insist, that this change should be accompanied by provisions for fundamental guarantees of both due process and objective standards in promoting, transferring, discharging, and denying renewal of contract to all administrators.

The Human Rights Commission supports the removal of tenure from the City Charter because:

1. Administrative tenure does not allow the SF Board of Education flexibility in determining the personnel of its schools.

2. Administrative tenure has contributed to the delay in adopting a sound and effective evaluation procedure which should be part of any large personnel system.

3. As the demands on a school system change, it should be possible for the district to change administrators, and to place in critical positions those people who can meet the challenges of the social and educational problems of urban America.

The more flexible system we espouse should make possible employment contracts renewable on the basis of an evaluation of performance. The system should also include:

1. The provision of due process for administrators in any decisions relative to their promotion, transfer, discharge, or non-renewal of contract. This should also include a grievance and an appeal procedures.

2. A clear statement of the standards which will be the basis of such decisions, including the ability to relate to the student body and especially the growing number of minority students in the schools and to provide leadership for quality education.

3. A more effective evaluation procedure, which is now lacking in the San Francisco Unified School District.

4. Reasonable and lawful protective provisions for those administrators now having tenure.

The Human Rights Commission call on all parties, administrator organizations, the SF Board of Education and the School District staff, to join cooperatively in the development of this approach.

The Commission is strongly opposed to the use of approximately three hundred and fifty thousand dollars of the taxpayers' money for special elections, particularly when a general election is in the offing and this specific time is not crucial.

In summary our recommendations are that:

1. The Human Rights Commission continues to oppose the Tenure law as presently constituted in the City Charter.

2. However, the removal of this Tenure law must be accompanied by provisions for secure conditions of contractual relations, objective evaluation and due process for all administrators; and appropriate provision for those currently in tenure.

Resolution No. 10-71
Adopted by HRC 4/8/71